

## **All Saints Church Five-Year Strategic Plan 2020-2025**

### **Holistic Integration of Christian Spirituality and Life**

#### Overview

One of All Saints Church's great strengths is its' strong and vibrant worship offerings on Sunday, as well as many thriving Bible studies, prayer groups, burgeoning small groups and ministries throughout the week offering a strong foundation for the spiritual formation of many parishioners. And yet, as was echoed again in the strategic planning SWOT analysis, there is still a strong yearning for even deeper and expanded spiritual practices within the parish.

To address this additional desire among the parishioners and take our efforts to the next level of engagement and involvement, we will create even more opportunities for spiritual growth and meaningful Christian connections *in all aspects of life*. We seek to connect each parishioner more closely to the vision of All Saints and to inspire and equip parishioners to grow in the Kingdom of God. As we learn how to live out our faith throughout the week, we will transform our own lives, our families and our community.

#### Five-Year Goals

- Increase biblical engagement on both a personal and collective level.
- Connect all ministries, initiatives and individuals through a vibrant network of prayer
- Develop a church-wide culture that sparks individual spiritual development in all seasons of life, helping congregants to integrate faith in all aspects of life, including work, school and family.
- Become a flagship congregation for supplying spiritual formation resources to other Episcopal churches and other denominations

#### Signature Programs and Initiatives

- Develop system of lay spiritual mentors (similar to Elders in the Lutheran Church or Deacons in the Presbyterian Church) for shepherding spiritual growth of individual parishioners.
- Reintroduce the church to the understanding and practice of ancient spiritual disciplines in pursuit of the integrated Christian life.
  - Develop Sunday curriculum
  - Develop suggested reading lists for joint readings outside of church
  - Temporary small groups formed around specific discussions, readings or books.
- Periodic church-wide "sprint" Bible readings and discussions of specific biblical books or texts. (e.g. one week every quarter).
- Alternate with "Discover the Book of Common Prayer" reading to encourage praying and reading together.
- Develop Work and Vocation Initiative.
  - Quarterly speakers on topic
  - Develop program dedicated to supporting individuals who desire to live out their Kingdom calling in their places of work, and in their places of influence

#### Measurable Objectives:

- Create job description of lay leader/staff person and recruit at least 5 lay leader/mentors to form initial elder team to further develop spiritual formation initiative.
- Organize speaker calendar for 2020 and identify speakers and topics for kick off of “Work and Vocation Initiative”. (Goal: once a quarter joint Sunday School Sessions to foster unity and to kick off a new theme in either work/vocation or spiritual disciplines)
- At least 10 congregants request to deepen their work-place vocation and attend follow up small group meetings
- Develop Sunday curriculum for spiritual formation and the spiritual disciplines. Identify additional resources for sharing with discussion groups.
- At least 5 time-limited/scope-limited small discussion groups form in the year 2020. Groups meet in homes or places of work to discuss new topics in either work/vocation or spiritual formation.
- Announce Bible reading initiative (100 congregants will sign up to participate in common daily readings in the Bible and in the Book of Common Prayer)
  - At least 20 attend quarterly “lunch and discuss” sessions to discuss “the hardest questions” addressed in the quarterly joint readings.
  - “What We’re Reading” updates will be in bulletin and reminders to join in the common readings will become routine
- Double the size of the prayer team, with at least 50 new members attending courses on introductory prayer in the next two years

#### High Level Resources Needed:

- Speakers Fees and Honorariums
- Funding for part-time staff position to assist Brit in programming and coordination and training of elders