

St. Margaret's Church

TO: The Vestry
FR: John Sutton
DT: March 21, 2005
RE: Long-Range Goals

APPROVED BY THE VESTRY ON MARCH 21, 2005

The Long-Range Planning Committee submits the following goals for discussion, revision (if necessary), and approval. These goals reflected changes and additions since they were discussed in February's vestry retreat.

1. Stewardship - pledge, donation and plate income deposited will be \$800,000 by the end of 2008. To meet this goal, we must:

- Identify potential committee members who can help reach the 2008 goal
- Acquire the services of a consultant with a record of achieving similar growth among its clients
- Develop and execute a three-year Stewardship plan

2. Facilities - move into new worship, education, and administration space by the end of 2010. To meet this goal, we must:

- Develop a parish-wide communications plan
- Have financing plan in place that includes input from a capital campaign consultant
- Firm up worship and education numbers and needs, including Sunday worship schedule
- Have a vestry-approved plan for day school space
- Have a technology plan in place
- Secure contract management services from evaluation to completion
- Complete a building design
- Launch a capital campaign

3. Staffing – meet the staffing objectives listed below.

- By January 1, 2006, staff position for 3rd clergy person
- By January 1, 2006, staff position for ¾ Admin position
- By January 1, 2007, staff position for sexton
- By January 1, 2007, staff position for full-time music director

4. Mission and Outreach – define and create a focused, integrated, and parish-wide mission program by January 1, 2006. To do this we must,

- Evaluate current practices for allocating all St. Margaret's Church outreach money and endowment grants
- Revise policies, practices, and administrative structures as needed
- Identify and recruit new Mission and Outreach leadership