

St. Luke's Episcopal Church, Los Gatos, CA
Strategic Plan Goals 2017
March 25, 2017

Objectives:

1. Build and strengthen our relationships with one another and with Los Gatos and the surrounding communities.

Goals:

- A. Promote and create greater awareness and involvement in the parish regarding pastoral care and the parish care ministry through monthly activity including announcements, signage on the walls, phone messages and other appropriate written materials beginning June 1, 2017.
 - B. Define a framework that allows for programs and discussion groups to flourish: e.g. current national or world events, a Bible Study meeting, Women and Men's groups. Investigate resources and execution and bring the plan to the Vestry by June 30, 2017.
 - C. Continue to do events, at a minimum of one per quarter, focused on the arts/culture quarterly e.g. the Pantry Art Show, concerts, poetry readings, script workshops, book reviews, etc.
 - D. Initiate a series of "living room conversation" meetings by the June 30, 2017. Provide "how to" tutorial meetings for interested parties during the second quarter of 2017.
 - E. Define a program for a series of "speaker" meetings where Parishioners share their knowledge of the history of St. Luke's. If possible hold the meetings in outside venues such as the Los Gatos library, The History Club of Los Gatos, Los Gatos High School, etc. as well as at the church by July 31, 2017.
 - F. Develop a program to attract the 12-step community to become active parishioners in St. Luke's that includes "welcome" signage in the Parish Hall and Basement room, a brochure including content regarding the Recovery Ministries of the Episcopal Church, St. Luke's history in hosting 12-step meetings, service times, key contact information for clergy and other St. Luke's ministries, etc. by June 30, 2017.
2. Respond to changing demographics in Los Gatos to grow the parish membership and resources while honoring our Anglican tradition.

Goals:

- A. With input from the Diocese, the Town of Los Gatos, the Los Gatos Education Foundation and the Los Gatos Unified School District, develop the framework of a "family" education program that provides a sense of creating "family time" that initially focuses on one over-arching problem for families for review by the Rector and the Vestry by October 31, 2017.

- B. Investigate programs implemented by other churches to build membership. Research methods and resources available. Determine and/or create new programs to be leveraged by St Luke's. Have a draft or recommendations for the Rector and the Vestry to review by June 30, 2017.
 - C. Quantify the Parish of Los Gatos community at large demographics by May 31, 2017 to ensure St. Luke's "message" in the community resonates and attracts new people.
 - D. Have a presence "outside the walls" at least once a quarter e.g. the Pantry Art Show, Ashes to Go, Palm Sunday processional, All Saints Day, the Plein Air Art show, distributing tokens of faith to passersby on days such as St. Francis Day, Mother's Day, Father's Day, and hold "open church" days during appropriate times of the year.
3. Grow our resources and be responsible stewards.

Goals:

- A. Define the relationship of the pantry and the church before the new Rector is installed in 2017.
- B. Through a formal Reserve study, identify all capital improvements needed and the budget required for the projects by August 31, 2017.
- C. Maintain the beauty, artistic and functional integrity of the facilities by including in the 2018 budget the necessary financial resources through an informal review of past expenses and a formal Reserve study.
- D. Develop a balanced 2018 annual budget based on the church's objectives and goals by August 31, 2017 prior to the start of the 2018 financial stewardship campaign on September 17, 2017.
- E. Develop a year-long stewardship program with monthly themes and focuses beginning January 1, 2018 to ensure that annual budget objectives can be met.

Target dates by Goal with Goal Leader(s) c/b = could be

Goal	Target Date	Goal Leader(s)
1-A	June 1, 2017	Rector, L. Pollard
1-B	June 30, 2017	Rector & Toni
1-C	<i>Quarterly</i>	Arts Committee
1-D	June 30, 2017	Rector & John D.
1-E	July 31, 2017	Rector & Anna Louise
1-F	June 30, 2017	Kelly C. & Ron V.
2-A	October 31, 2017	Mary Beth , Leigh Ann & Ron V.
2-B	June 30, 2017	Toni & Kelly
2-C	May 31, 2017	Vince
2-D	<i>Quarterly</i>	Rector & Art Committee
3-A	<i>Rector Installation date</i>	Beverly
3-B	August 31, 2017	Suzanne
3-C	August 31, 2017	Suzanne
3-D	August 31, 2017	John D., Art & Vestry
3-E	January 1, 2018	Kathy L., Toni & Ron V.