

# St. Paul's United Church – Strategic Plan Review

## Our Mission

Our church is a welcoming, inclusive Christian community of faith on a journey that nurtures meaningful spiritual growth to make a difference in our lives and in our community.

## Our Vision for the Future

Moving towards a future in which St. Paul's is:

- Welcoming and affirming of all with respect to: race, culture, ethnicity, age, gender, gender identity, sexual orientation, family status, socio-economic status, faith tradition and ability
- A safe place where people can explore and express their spirituality through worship, discovery, service and outreach
- A nurturing community of belonging, friendship and fellowship for all generations
- Busy, vibrant and open for a wide range of church and community activities
- Appreciative of the time, talents and support offered by all
- Respectful of our heritage while embracing our future
- An appealing, accessible, multi-purpose building that is technologically up-to-date

## Mission

- Does the Mission Statement continue to reflect who we are and what our collective goal is as a community of faith?
- Does “inclusive” embody all those individuals, families and households that are part of our make-up?

## Vision

- Is the listing all inclusive?
- Is there a need to acknowledge the Indigenous history and/or the unceded lands we occupy?
- Should the vision include the objective of financial sustainability?
- Should the significance and message of music form part of our vision?
- Does the vision encourage open communication and dialogue with each other and the need for informed decision making?
- Does the vision embrace the concept of being a cultural hub for the community of Perth?
- Should the vision include reference to the repurposing of the church building to include residential uses/housing or is multi-purpose adequate?
- Are we technologically up-to-date?
- In view of the pandemic, is there a need to consider health safety in all we do?
- What elements of or vision are missing?

## **Our Values**

At St. Paul's we value:

- Belonging, sharing, volunteering, friendship
- Practicing right relationships
- Spiritual practices, United Church traditions
- Creativity and innovation
- Openness and transparency
- Diversity and inclusion
- Social justice
- Cultural heritage

## **Values**

- Is the list or scope of values inclusive of all the values that are important to us?
- Should the values include financial sustainability? What about strong, healthy and resilient?
- Should the values include public health and safety in the use of the church building?
- Is mental health a value?
- Does cultural heritage encompass respect for Indigenous heritage? Is there a need to consider reconciliation?

## Our Goals For 'Moving Forward Together'

- Welcoming & Affirming: Create a sense of place in the community that is safe, affirming, welcoming, accessible and aesthetically pleasing.
- Effective Communication: Foster communication between the church council, its teams, the congregation and the broader community.
- Engaging Youth: Encourage youth to be active participants in the church and the broader community.
- Outreach and Volunteerism: Encourage outreach, service and volunteerism in the community and beyond.
- Spiritual Growth: Provide opportunities for spiritual growth for all ages, and foster a sense of connection, purpose and fulfillment in our lives.
- Updated Facilities: upgrade our building and technology to meet future needs, while conserving the church's heritage attributes
- Sustainability: Ensure St. Paul's is sustainable over the long-term through stewardship, careful money management and succession planning

## Reviewing Our Goals

- Is the scope of the goal sufficiently inclusive? What about healthy? What about inclusive? Have we achieved this goal?
- Should the goal make specific reference to our minister and staff as well? Do we communicate well? Have we achieved this goal?
- What is meant by the broader community? Have we achieved this goal?
- What about volunteerism within the church? Have we achieved this goal?
- Does our spiritual journey adequately reflect the needs of all members of our community of faith. Is the goal all-inclusive? Have we achieved this goal?
- Is this goal still valid? Should it be changed to reflect our intent to repurpose the building for residential use as a means to secure a financially sustainable future?
- What is meant by sustainable? Does it mean only money or does it also include leadership, maintaining or repairing our physical assets?

## Possible Action Items

- Welcoming & Affirming:
  - Seek opportunities to celebrate diversity and affirm the differences among us.
  - Explore becoming an 'Affirming' ministry.
  - Form a hospitality group that reflects the diversity of the community to welcome newcomers.
  
- Effective Communication:
  - Develop and implement a communication plan to raise our profile in the broader community.
  - Advertise that we have space available for a wide range of community activities and events.
  - Reach out to all generations
  
- Engaging Youth:
  - Develop unique, relevant and engaging programs defined by and for youth.
  - Provide energetic and enthusiastic leadership for youth programs.
  - Develop a bursary program for students

## Revised Action Items

- May consider significance of reconciliation?

## Possible Action Items

## Revised Action Items

- Outreach & Volunteerism:
  - Identify the most pressing needs in the community (e.g. hunger, housing).
  - Establish a plan and timeline for our involvement in community outreach, mission and service.
  - Partner with other community organizations.
  - Recognize the contributions of all volunteers and members who give their time, talent and gifts to the life of St. Paul's.
  
- Spiritual Growth:
  - Use a variety of reflections and worship styles in Sunday services.
  - Use music, art, dance and other forms of artistic expression for worship.
  - Offer small group sessions to explore our spirituality and life journeys with one-another.
  - Offer one-on-one spiritual mentoring.
  - Learn more about other cultures, lifestyles and religions.
  
- Updated Facilities:
  - Update the sanctuary for multiple uses such as weddings, funerals, concerts, movies and theater.
  - Update sanctuary technology (e.g. sound, lighting, accessibility, air conditioning).
  - Make aesthetic improvements (e.g. paint and art).
  - Install a digital sign outside the church

## Revised Action Items

- Sustainability:
  - Develop tools and processes to ensure our sustainability: financial, spiritual, membership, volunteers, staff, assets and facilities