

Nourish to Grow

Strategic Focus Area: Spiritual Development in the Time of Covid-19

RATIONALE: In order to meet the spiritual needs of our community during the pandemic (when physical contact is to be avoided), the church should avail itself of electronic social/spiritual gatherings.

GOAL: Expand virtual opportunities for spiritual growth.

Action	Responsibility	Timeline	Success Indicator
Create a Nourish Committee.	Vestry	2021 at the adoption of this strategic plan	Meeting of committee
Craft a template for virtual meetings of spiritual groups, which may be modified by facilitators	Nourish Committee in conversation with church leaders; Spiritual Formation Committee	Template ready at time of adoption of strategic plan	Template distributed
Solicit group leaders and begin to announce them in church media	Nourish Committee; Spiritual Formation	February 2021	3-5 groups in place by the end of 2021
Evaluate the success of the groups and adjust templates, timing, etc.	Nourish Committee; Spiritual Formation	Evaluation form ready by the end of December 2021 for groups who complete the first cohort by that time	50% of participants responding to the post-evaluation survey
Establish a continuing protocol for organizing groups based on the success of the first cohort	Nourish Committee; Spiritual Formation	January 2022	Completion of continuing protocol

Organize and establish additional small groups	Spiritual Formation	End of January 2022	5-8 small groups in place by 2022
Continue the virtual Sunday morning services with added technological capability	Communications Committee; Worship Committee Rector	January 2021	Increase of viewers to at least 200 per Sunday morning
Use technology to create special worship services for all generations	Communications Committee; Youth Committee; Children's Committee	2021	Increase of viewers to over 200 per program New programs added each season

Strategic Focus Area: Expansion of Spiritual Opportunities

RATIONALE: Based on the “Vital Signs” report on our parish, the spiritual vitality of the church is markedly low when that vitality is compared with all other metrics about our parish.

GOAL: Expand the variety of spiritual formation programs to increase the variety of worship opportunities and to complement the usual Sunday offerings, especially to emphasize multicultural practices.

The church should

- offer a variety of programs that respond to different stages of spiritual life
- meet the spiritual needs of different seasons of life and relationships and look for ways for parishioners to share their experiences across differences in age and stage
- recognize the complex and shifting social and cultural characteristics and values of our community
- enliven the meditative/contemplative paths of faith and explore new ways of engaging Scripture

Action	Responsibility	Timeline	Success Indicator
Survey the congregation to discover needs of the community and seek ways to meet those needs. Include a survey of parents to determine programs that might nourish them at times when their children participate in church activities.	Spiritual Formation; Parish Life in coordination with the Nourish Committee	Survey developed in January 2021 and distributed in March 2021	At least a 25% congregational response to the Nourish survey A new list of programs for parents whose children are participating in church activities.

Establish new groups and programs to meet the needs reflected in the congregational survey, including groups for parents	Spiritual Formation; Pastoral Care; Parish Life	March 2021	<p>Book group for parents</p> <p>New social activities for parents</p> <p>Articles in <i>The Chant</i> and the <i>All-Parish Newsletter</i> directed to the parents of young children.</p> <p>2 new programs in spring of 2021</p> <p>4 new programs by December of 2021</p>
Craft an evaluation to assess the effectiveness of the new groups	Spiritual Formation; Pastoral Care; Parish Life	September 2021	Evaluation survey ready for use by the end of December 2021

GOAL: Expand the variety of worship services to include worship opportunities beyond the usual Sunday offerings.

Action	Responsibility	Timeline	Success Indicators
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Expand Rhythms of Grace	Worship Committee; Rector	<p>Summer 2022</p> <p>January 2022</p> <p>December 2022</p>	<p>Submit grant in 2021 to cover costs of this program</p> <p>Receive grant money to begin Rhythms of Grace weekly</p> <p>Resource: https://rhythmsofgracehouston.org</p> <p>Participation in the service increased by at least 10%</p>
<p>One Sunday service each quarter conducted by youth, including music performed by youth</p> <p>Survey youth to determine the success of these services.</p>	Rector, Worship Committee; Youth Committee	<p>Fall 2022</p> <p>May 2023</p>	<p>Sunday bulletin to include youth services</p> <p>Increased youth involvement in Sunday services as indicated in survey</p>

Strategic Focus Area: Cultural Openness

RATIONALE: In order to enliven and integrate spiritual development so that our spirituality is part of all we do, the church should consider creating new social and cultural groups and gatherings to that end.

GOAL: Use reflective conversation to explore our own racial and cultural biases. Parishioners should participate at their own comfort level.

Action	Responsibility	Timeline	Success Indicators
Launch the Sacred Ground program with films and dialogue with the Vestry Offer this program as the Lenten Series. https://episcopalchurch.org/sacred-ground	Spiritual Formation Committee; Vestry; Rector	January 2021 Lent 2021; Lent 2022	Sacred Ground team formed to help others confront their own biases

<p>Select a number of readings for the parish related to racial issues and discuss in small book groups. (May include books such as <i>Between the World and Me</i> by Ta-Nehisi Coates, <i>The Keepers of the House</i> by Shirley Ann Grau, <i>Holy Envy</i> by Barbara Brown Taylor, and journal articles on such issues as reparations)</p>	<p>Spiritual Formation Committee; Rector; parishioner volunteers</p>	<p>January 2021 through January 2023</p>	<p>A minimum of 3 book groups meet either virtually or in person</p> <p>Articles about combating racism appear in <i>The Chant</i> and <i>All-Parish News</i></p> <p>Current readings listed on the website</p>
<p>Form a Committee for Cultural Openness</p>	<p>Vestry; Rector</p>	<p>May 2021</p>	<p>Committee established and operating</p>
<p>Invite parishioners to participate in a Town Hall forum to share what they have learned in the Sacred Ground program and the book clubs that will enable St. Gregory to become multicultural and multiracial</p>	<p>Committee for Cultural Openness; Spiritual Formation Committee; a facilitator from the diocese</p>	<p>March 2022</p>	<p>At least 60% participation in forum</p> <p>Adopt an action plan for taking those discoveries of self and community to the larger world</p>
<p>Invite parishioners to take the free online Implicit Bias Test (Harvard)</p>	<p>Committee for Cultural Openness; Spiritual Formation Committee</p>	<p>September 2022</p>	<p>Test taken by at least 50 parishioners</p> <p>Test-takers meet weekly to share results</p>

GOAL: Offer more social groups and programs to address the diverse interests and needs of our community. Targeted programs should focus on such themes as faith and environmental sustainability; faith and the arts; faith and aging.

Action	Responsibility	Timeline	Success Indicator
Create new groups, gatherings, and programs	Nourish Committee; Committee for Cultural Openness; Parish Life	New programs begin Spring 2023	3-5 new programs in place in 2023
Evaluate protocol for new programs	Parish Life; Nourish Committee	June 2023	New programs assessed by December 2023
Based on the evaluation assessment, begin a second round of continuing and/or new programs.	Parish Life; Nourish Committee	January 2024	5-7 new and/or continuing programs planned

GOAL: Incorporate multicultural practices into our worship and fellowship.

Action	Responsibility	Timeline	Success Indicators
Invite parishioners from other cultures to share their experiences in Adult Forum	Spiritual Formation Committee	February 2021	3-5 people share their culture in Adult Forum. 3-5 programs take place during Winter 2021
With the Rector, plan a service incorporating diverse cultural practices	Rector; Worship Committee; volunteers from other cultures	March 2021	At least one worship service incorporating multicultural practices during Spring 2021

<p>Visit the Korean Presbyterian Church in our neighborhood</p> <p>Explore joint Outreach activities with the Korean Church</p> <p>Invite members of the Korean Presbyterian Church to speak at the Adult Forum</p> <p>Develop a plan to create similar relationships with churches of other cultures, based on knowledge shared with Korean Presbyterian Church</p>	<p>Committee for Cultural Openness: Spiritual Formation Committee: Outreach Committee</p>	<p>May 2022 through May 2023</p> <p>Fall 2023</p>	<p>A plan for understanding and sharing cultural practices established between the Korean Presbyterian Church and St. Gregory</p> <p>One joint outreach activity with the Korean Church</p> <p>At least one Adult Forum conducted by a member of the Korean Presbyterian Church</p> <p>A presentation at the Korean Presbyterian Church by a parishioner of St. Gregory</p> <p>Relationship formed with at least one other church of a different cultural background</p>
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Host a cultural event with music, food, and entertainment	Parish Life; Committee for Cultural Openness	September 2022	At least one event between services offering ethnic food, music, and multicultural activities
		Spring 2023	At least one community-wide event showcasing different cultures, food, and worship

Goal: Incorporate conversation about racial/cultural difference in Christian Education for young people.

Action	Responsibility	Timeline	Success Indicators
<p>Train a second person to use the Dismantling Racism for Youth Curriculum (Diocese program)</p> <p>Build a cadre of internal volunteers trained to conduct forums for our youth on racial/cultural differences. https://www.churchpublishing.org/dismantlingracismleaderguide</p>	Rector; Youth Minister	Spring 2021	<p>A second person trained for Dismantling Racism participates in youth curriculum</p> <p>Sessions with youth co-led by 5 new instructors of various cultural/ethnic/racial backgrounds</p>

<p>Invite Sunday School leaders of different ethnic and racial backgrounds to develop curriculum for children</p>	<p>Director of Christian Education</p>	<p>September 2021</p>	<p>5 new instructors of racial/ethnic backgrounds added to the list of current Sunday School Teachers</p> <p>Curriculum instructing children about racism and cultural differences established by 2021. Use of material from The Absalom Jones Center and other resources:</p> <p>https://mom.com/kids/20-kids-picture-books-to-help-start-a-conversation-about-race-racism-diversity?fbclid=IwAR3-Yg_QC_BXexRcHvHeBJV3B_O6WicLwQTTPFYXA1hG8mk3fR7X8DC3HFQ</p> <p>http://www.raceconscious.org</p> <p>https://nmaahc.si.edu/learn/talking-about-race/audiences/educator</p>
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<p>Conduct a forum to encourage conversation about cultural racism—both passive and active—in our culture. Invite a facilitator from the diocese</p>	<p>Youth Minister; Rector</p>	<p>October 2021 through October 2022</p>	<p>First forum held in October 2021 to discuss cultural racism. Future forums to include such topics as combating systemic racism, individual responsibility, ascertaining God’s will in combating racism, loving those who hate</p> <p>Adoption of a plan by which young people are able to reject racism in the larger world</p>
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Grow To Go

Strategic Focus Area: Strengthen Programming for Children and Youth

RATIONALE: A growing and healthy parish must stimulate the spiritual growth of its young people, both children and youth. Over the last several years, St. Gregory has experienced difficulty in attracting and maintaining the spiritual engagement of teenagers and their parents. The parish focus groups expressed a strong desire for multi-generational activities.

GOAL: Develop a vibrant, long-lasting youth program with multi-generational components.

Action	Responsibility	Timeline	Success Indicators
Survey the entire parish (including youth) to rejuvenate the youth program	Communications Committee; Youth Committee	February 2021	A list of proposals for revived youth programming
Add one youth member to various church committees, e.g., Outreach, Worship, Communications Appoint new members—both adult and middle- and high school youth—to the parish Youth Committee	Youth Minister; Vestry liaison to youth	February 2021- February 2022	Increased number of youth become involved in many parish activities Youth Committee forms revitalized Church committees involve one active youth member.

Involve youth in a service project, e.g., cleaning the grounds, making sandwiches for the homeless	Youth Minister; Youth Committee	May 2021	Participation of at least 5 youth in at least one service project.
Partner with at least one church with an active youth outreach program, such as Emmanuel Episcopal, Covenant Presbyterian, Korean Presbyterian Involve the youth in the St. Gregory Outreach activities, such as FEAST	Youth Minister; Youth Committee; Outreach Committee	May 2021	Expanded youth involvement in Outreach of St. Gregory and in partnerships with other churches.
Identify St. Gregory youth to participate in the youth activities in the Diocese of Atlanta Send youth to diocesan youth-related events, such as Happening or New Beginnings	Youth Minister; Youth Committee	June 2021 Fall 2021	New program initiatives for St. Gregory as the result of youth involvement with the diocese
Send a group of young people to Camp Mikell.	Youth Ministry; Vestry; Communications Committee	Summer 2021	Report from youth attending Camp Mikell presented to Youth Committee, Vestry, and Parish

Coordinate joint activities with the UGA Episcopal Center and our youth	Youth Minister; Youth Committee	Winter 2022	Joint activities listed; articles on these activities in <i>The Chant</i> and <i>All-Parish Newsletter</i> Increased participation of UGA students in St. Gregory worship services
Fund a mission trip for youth partly through the youth budget and proceeds from the Valentine's Day Dinner	Youth Committee; Youth Minister; Vestry	2023	At least 7 young people on a mission trip in 2023

GOAL: Strengthen and expand children's programs with a strong multi-generational focus.

Action	Responsibility	Timeline	Success Indicators
Develop a biannual review of children and youth activities based on input from parents, children, and youth.	Communications Committee; Director of Christian Education	Summer 2021	List of new activities for young and middle school children provided

<p>Coordinate and link activities of the youth program with those of the children's program</p>	<p>Director of Christian Education; Youth Minister; Vestry liaison to this committee</p>	<p>Winter 2021</p>	<p>Creation of plan for coordinated activities for children and youth, based on survey results</p>
<p>Expand online activities for children involving parents and other parishioners to create interesting and amusing activities via the latest online tools</p>	<p>Director of Christian Education; Children's Committee</p>	<p>Spring 2021</p>	<p>Increase in Zoom and other online offerings</p> <p>Contact extended to parents and children unable to attend in person</p> <p>Increase by at least 10% number of parents and children participating</p> <p>Online viewership of parish website and YouTube channel expanded by at least 10%</p> <p>Notices of online activities posted in <i>The Chant</i> and <i>All-Parish News</i> and archived on website</p>
<p>Initiate a brainstorming team to gather ideas for a children's music program. Include parents and parishioners with interests in music</p>	<p>Music Director; Director of Christian Education</p>	<p>Winter 2022</p>	<p>List of ideas about programs to increase participation in music activities for children</p>

<p>Expand activities involving children and older adults at St. Gregory, e.g., older adults reading to young children, possibly via Zoom</p> <p>Create Zoom programs that present taped readings—or telling—of stories by older, home-bound adults to children</p>	<p>Director of Children’s Education; Children’s Committee</p>	<p>Spring 2023</p>	<p>List of Zoom offerings</p> <p>Stories read or shared archived</p> <p>At least 10% participation</p> <p>Addition to parish community of one or more families with young children</p> <p>Article in <i>The Chant</i> describing positive impact of programs involving adults and children</p>
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Strategic Focus Area: Expansion of Food, Clothing, and Spiritual Support to the East Side of Athens and Neighboring Oglethorpe County

RATIONALE: As this plan is fully implemented, St. Gregory will partner extensively with Covenant Presbyterian Church to address food and related needs of marginalized populations on the east side of Athens. Data indicate there are similar needs (food, housing, medical) in neighboring Oglethorpe County.

GOAL: Explore partnerships within Oglethorpe County to determine community needs.

Action	Responsibility	Timeline	Success Indicator
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<p>Convene a focus group of Oglethorpe County parishioners to establish a list of community needs. Invite Church of the Mediator (Washington, GA) to join the discussion</p>	<p>Rector; Oglethorpe Ministry Coordinator</p>	<p>February 2022</p>	<p>Meeting held Minutes taken</p>
<p>Develop a long-range outreach plan involving Oglethorpe County to include the possibility of helping with food, housing, or medical needs; morning or evening prayer services, etc.</p>	<p>Rector; Oglethorpe Ministry Coordinator</p>	<p>August 2022</p>	<p>Creation of long-range plan describing ministry services to Oglethorpe County</p>
<p>Implement initial phase of plan in Oglethorpe County.</p>	<p>Rector; Oglethorpe Ministry Coordinator; Outreach Committee; Communication Committee</p>	<p>August 2023</p>	<p>Implementation timeline created Articles in <i>The Chant</i>, <i>All-Parish News</i> and Sunday Bulletin Number of volunteers counted Impact statements provided 25% increase in St. Gregory's presence in Oglethorpe County</p>

Go to Grow

Strategic Focus Area: Encourage Parishioners To Go Beyond Our Doors To Serve Children in Need

RATIONALE: The most recent Georgia Family Connection Partnership data (2018) indicate that 30% of Clarke County children live in poverty. Of the 13,298 students enrolled in Clarke County Schools, an average of 77.33% are eligible for free and reduced lunch (Georgia Department of Education, October 2019). Over the past few years, St. Gregory has helped to address some of the unmet needs of students in the Clarke County School District by providing backpacks, personal hygiene products, household/laundry cleaning supplies, clothing, and after-school program tuition.

GOAL: St. Gregory the Great will partner with the Clarke County School District and Barnett Shoals Elementary School to offer students support to enhance their learning and well-being.

Action	Responsibility	Timeline	Success Indicator
Continue St. Gregory the Great's partnership with Barnett Shoals Elementary School through coordinating the parish-wide Student Clothes Closet	Outreach Committee Clothes Closet Coordinator with assistance from Barnett Shoals Elementary School administration	Clothes Closet: October through November 2021-2022	Clothes Closet: Impact statement provided by the school
Recruit parishioners to assist with tutoring students and facilitating student interest clusters during and after school	St. Gregory Volunteer Coordinator, in collaboration with Barnett Shoals Elementary School administration	Individual Volunteers: August through May 2021-2026	Number of volunteers increased: 2021 – 3 volunteers 2022 – 5 volunteers 2023 – 7 volunteers 2024 – 8 volunteers 2025 – 9 volunteers 2026 – 10 volunteers
Explore implementation of the Path to Shine tutoring program	Path to Shine Exploration Coordinator appointed by the Rector	2022: Program exploration 2023: If Path to Shine is considered a viable tutoring option, training sessions and program implementation	2022: Exploration results 2023: Program training and implementation schedule

Continue the partnership of St. Gregory with Clarke County School District (CCSD) to serve students living on the margins	<p>Outreach Committee liaison in collaboration with Director of CCSD Homeless Program</p> <p>Outreach Committee liaison in collaboration with Migrant Education Program Specialist of CCSD</p>	<p>Backpacks and binders provided for homeless: June through July 2021-2026</p> <p>Epiphany Project: January 2021-2026</p>	<p>Backpacks and binders for the homeless: Indication of number of students served; impact statement provided by CCSD</p> <p>Epiphany Project: Number of students served; impact statement provided by CCSD</p>
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Strategic Focus Area: Using a Systematic Approach, Parishioners Provide Food and Other Support to Communities of People in Need.

Rationale: St. Gregory the Great will take advantage of the opportunity to meet the growing needs of residents who live in poverty. Athens is one of the poorest communities of its size in the nation. The Envision Athens Community Assessment (March 2017) indicates that 36.7% of Athens-Clarke residents live in poverty; when college-age students are removed from this count, the percentage drops to 28.4. Poverty percentages by age segment are as follows: Preschool (0-4) 37%; School Age (5-17) 40%; College Age (18-24) 51%; Young Adult (25-44) 25%; Adult (44-64) 21%; Older Adult(65+) 11%.

GOAL: Partner with other churches and community groups to provide food and other support for adults and children in need.

Action	Responsibility	Timeline	Success Indicator
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Hold joint meetings with leadership teams of St. Gregory and Covenant Presbyterian Church to determine areas of need	Rectors; Covenant Coordinators; St. Gregory Coordinator	January 2021	Meeting held; minutes taken
Provide t-shirts for St. Gregory volunteers	Communications Committee	January 2021	T-shirts distributed
Develop timeline and actions based on identified area(s) of need. (Actions to include engagement of all segments of the parish, including youth)	St. Gregory FEAST Coordinator	March 2021	Timeline and action plan developed and reviewed by Outreach Committee and Vestry
Support food bank and FEAST ministries (T, TH, and SA) based at Covenant Presbyterian Church	St. Gregory Coordinator; an assortment of Gregorians	April 2021	Increased number of volunteers: 2021: 5 Volunteers 2022: 10 Volunteers 2023: 15 Volunteers

Provide approximately 150 meals to adults and children in need through Our Daily Bread (based at First Baptist Church).	Daily Bread Coordinator of St. Gregory in collaboration with Downtown Ministries; Gregorian volunteers	2021: 5th Monday 2022: One day per month 2023: Two days per month 2024: Three days per month	Report number of guests served and number of volunteers
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Provide support through Family Promise	Family Promise Coordinator; Gregorian volunteers	2022- 2026: Serve as support congregation three weeks per year	Report number of guests served and number of volunteers
Provide emergency food support through the Northeast Georgia Food Bank	Emergency Food Bank Coordinator; Little Red Wagon Coordinator	2021 -- 2026: Provide monthly support and monthly donations	Report number of volunteers and number of items collected monthly
Coordinate with the Athens Area Council on Aging (AACA) to connect young people with the elderly	Youth Committee; Outreach Committee (Possible Stephen Ministry link if St. Gregory develops a Stephen Ministry program)	January 2024	Record joint activities between youth and AACA Number of participating youth at SGG and adults at AACA increases Articles appear in <i>The Chant</i> and <i>All-Parish News</i> describing the connections and interactions of youth and older adults A group of AACA adults join worship at St. Gregory

RATIONALE: With the long history of St. Gregory in providing fiscal support to those in need of assistance, care must be taken to ensure responsible stewardship of parishioners’ fiscal gifts. The Outreach Committee should use a systematic process to identify agencies and organizations that can most benefit from monetary disbursements.

GOAL 4: Use a systematic process to determine disbursements to agencies and organizations for adults and children in need of assistance.

Action	Responsibility	Timeline	Success Indicator
Review existing and new agencies and organizations to ensure that their purpose aligns with the vision and mission of St. Gregory	Outreach Committee Chair; other members as identified by the committee	July– August 2021, 2022, 2023, 2024 and 2025	List of potential agencies and organizations
Approve a prioritized list of agencies and organizations to which disbursements will be made	Outreach Committee	September 2021, 2022, 2023, 2024, 2025	List of approved agencies and organizations
Develop and approve annual budget request for the Vestry	Development of budget by Outreach Committee Chair; approval of proposed budget by Outreach Committee	September 2021, 2022, 2023, 2024, 2025 Last Sunday in September 2021, 2022, 2023, 2024, 2025	Creation of year-long budget form delineating monthly disbursements by agency/organization and amount allotted

Submit annual budget to the Vestry for consideration	Outreach Committee Chair	First Sunday in October 2021, 2022, 2023, 2024, 2025	Annual budget delineating monthly disbursements by agency/organization and indication of amount allotted
Review budget approved by the Vestry and revise as needed	Outreach Committee	January 2022, 2023, 2024, 2025	Revised year-long budget that delineates monthly disbursements by agency/organization and amount allotted

Strategic Focus Area: Go Out into the LGBTQ Community To Welcome People of All Sexual Orientation into Our Spiritual Home.

RATIONALE: In the fulfillment of our baptismal covenant to respect the dignity of every human being, St. Gregory reaches out to people of all gender identities to show them that we are all loved by God.

GOAL: Partner with local LGBTQ communities in Athens-Clarke County so that all are aware of St. Gregory’s openness to all.

Action	Responsibility	Timeline	Success Indicators
Expand engagement with LGBTQ families coming into the parish	Newcomers Committee; Expanded Welcoming Committee	Begin in Spring 2021	Programs to engage with LGBTQ families developed and implemented At least a 10% increase in LGBTQ families joining the parish
Contact Athens Queer Collective to offer meeting space	Rector; Administrative Office	Spring 2021	Space included in parish calendar for this group

<p>Organize joint activities with Athens PRIDE</p> <p>Set up a booth at the PRIDE street festival on 9/20/21</p> <p>Parishioners join PRIDE story-telling events at Avid and The Foundry</p> <p>Work with PRIDE to survey membership to determine their perceptions of St. Gregory as a parish</p>	<p>Vestry establishes a group to expand the welcoming committee to include LGBTQ parishioners</p>	<p>September 2021</p> <p>November 2021</p> <p>January 2022</p> <p>September 2021</p>	<p>Expanded Welcoming Committee established and functioning. St. Gregory becomes a visible beacon welcoming the LGBTQ Community</p> <p>St. Gregory's booth established at PRIDE events</p> <p>Survey of PRIDE participants reveals at least 10% view St. Gregory as welcoming</p>
<p>Connect with the Trevor Project https://www.thetrevorproject.org</p>	<p>Youth Committee</p>	<p>Fall 2021</p>	<p>At least one St. Gregory youth volunteers with the national Trevor Project</p>

Coordinate with GLOBES (UGA LGBTQ organization) https://ugaglobes.wordpress.com	Expanded Welcoming Committee	Fall 2021	Fall reception attended by at least one Gregorian UGA materials describe St. Gregory as a welcoming parish St. Gregory featured in regular posts on GLOBES blog
Partner with Our Hope Metropolitan Community Church with invitations for forums or joint programming	Spiritual Formation Committee	Programming year 2023	Increased number of parishioners participate in joint programs Program offerings listed in <i>The Chant</i> and <i>All-Parish News</i>

Goal: Partner with national LGBTQ religious groups to create space for relationship with God beyond St. Gregory the Great.

Action	Responsibility	Timeline	Success Indicators
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<p>Partner with Believe Out Loud Is Love (BelieveOutLoud.com) to live-stream religious services</p> <p>Add above link (with explanation) to our website</p>	<p>Communications Committee</p>	<p>Fall 2021</p>	<p>At least a 10% increase in website visits</p> <p>Live-streaming link added to the website</p>
<p>Join QChristian.org</p> <p>Attend national conference to learn possible programming resources for the parish</p>	<p>Parish representative appointed by the Vestry; Expanded Welcoming Committee; Spiritual Formation Committee</p>	<p>Spring 2022</p> <p>Fall 2022</p> <p>Fall 2022</p>	<p>Adult Forum presentation</p> <p>Work of the Expanded Welcoming Committee includes list of activities and information</p> <p>QChristian.org provides activities for curriculum for children and youth</p>
<p>Incorporate resources from the National Resources LGBTQ task force in our church culture (welcomingresources.org)</p>	<p>Communications Committee; Expanded Welcoming Committee</p>	<p>Spring 2021</p> <p>Spring 2022</p>	<p>LGBTQ community integrated into life at St. Gregory, especially in Adult Forum and curriculum for youth</p> <p>Publication of articles in <i>The Chant</i> to integrate LGBTQ parishioners into the community</p> <p>Website contains photos of <u>all</u> families of St. Gregory</p>

Growing Staff

Strategic Focus Area: Hiring the People To Do God's Work

RATIONALE: In keeping with the growth of our church and its diverse spiritual needs, St. Gregory should hire appropriate staff to fulfill those needs.

GOAL: Hire staff to meet the needs of a growing parish.

Assess current staffing levels at St. Gregory	Rector, with input from staff	February 2021	List provided of respective job skills and responsibilities of staff
Assess attendance enrollment patterns over 6 months	Rector; Vestry; Finance Committee	January 2021-June 2021 or August 2021-January 2022	Average attendance documented
Project future staffing needs to carry out parish goals	Rector; Vestry; Finance Committee	January 2022	List of needed skills and competencies created

Develop and implement a staffing plan	Rector; Vestry; Finance Committee	January 2022-June 2022	Creation of job descriptions; written hiring protocol; project budget for salaries and benefits; timeline for hiring
Identify and hire non-clergy and clergy staff	Rector; Vestry; Finance Committee; Youth Committee Representative; Director of Christian Education; Music Director	July 2022-December 2024	2022: Hiring of part-time non-clergy for Children's Music and for Youth 2023: Hiring of full-time Associate Clergy (if average attendance for 6 months is 175 or more) 2024: Full-time non-clergy Youth Leader provided growing youth attendance

Growing Facilities

Strategic Focus Area: Capital Campaign

RATIONALE: In 2020, the Vestry identified the following as the goals of a capital campaign: replacement of the organ; increased ADA accessibility to the Memorial Garden and buildings; ensured safety of the playground. An independent review of the buildings and grounds is needed to enable our site to be welcoming and accessible to all.

GOAL: Launch the Capital Campaign.

Action	Responsibility	Timeline	Success Indicators
Create a Capital Campaign Committee charged with developing and implementing capital improvements at St. Gregory	Rector; Vestry liaison; Stewardship Committee member; Finance Committee member; Communications Committee member; others as needed	September 2021	List of committee members Articles about Capital Campaign in <i>The Chant</i> and <i>All-Parish News</i>

Conduct an independent review of facilities to assess the current status of buildings and grounds	Rector; representative from the Episcopal Diocese of Atlanta; Buildings Committee; Grounds Committee; Vestry liaison	October 2021	Presentation of report on buildings and grounds, including potential improvements
Develop and implement a Capital Campaign based on Vestry 2020 priorities and the independent review	Rector; Capital Campaign Committee	January 2022-January 2023	Development of list of prioritized projects; creation of promotional materials; fiscal needs established
Make improvements to the Memorial Garden to ensure safety and accessibility	Rector; members of Buildings Committee; members of Grounds Committee; Vestry liaison; Finance Committee	January 2023	Project completed
Provide new equipment for the playground to ensure safe and accessible activities for all children	Rector; members of Buildings Committee; members of Grounds Committee; Vestry liaison; Finance Committee	August 2023	Project completed
Make the handicapped parking accessible to the sanctuary according to the ADA guidelines	Rector; members of Buildings Committee; members of Grounds Committee; Vestry liaison; Finance Committee	December 2023	Project completed
Replace organ	Rector; Director of Music; Vestry liaison; Finance Committee	August 2024	Project completed

Ensure that agreed upon priorities (identified through the external facilities and grounds review) are on track	Rector; members of Buildings Committee; members of Grounds Committee; Vestry liaison; Finance Committee	January 2023-January 2025	Projects completed
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