

DRAFT ASK STRATEGIC PLAN ACTION PLAN - JANUARY 28, 2018

GROWTH GOALS			
GROWTH IN COMMUNITY			
1. Boost attendance by 10% per year over 3 years			
2. Expand the ASK membership by 6% per year for each year of the strategic plan			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Hire an associate/curate in 2018	1. Connect with the Diocese	January, 2018	Rector
	2. Receive 3 names	January, 2018	Rector
	3. Interview the 3 candidates	January - February, 2018	Executive
	4. Consult with the Diocese for hire	early March, 2018	Executive
	5. Orient new hire	March, 2018	Rector
Expand and develop more vibrant, diverse, and dynamic worship experiences.	1. Inventory current worship	September, 2018	Strategic Plan Implementation Team (SPIT)
	2. Research possible new or different worship experiences	December, 2018	SPIT
	3. Survey community for wants/needs and preferences of options	Spring, 2019	SPIT
	4. Analyze and recommend options	Summer, 2019	SPIT
	5. Implement priority options	Fall, 2019	SPIT and Rector
Conduct a review of our interior and exterior spaces and suggest renovations, projects, and signage that will make the space more inviting, flexible, functional, and accessible (barrier-free)	1. Identify and appoint appropriate parties with necessary skills	December, 2018	SPIT
	2. Set agenda and plan review of spaces and identify short, medium and long term projects	Fall, 2019	Capital Project Team (CPT)
	3. Consult external resources as necessary	Spring, 2020	CPT
	4. Conduct review of external and internal spaces	Spring, 2020	CPT
	5. Develop and recommend a plan (capital project proposal) to reshape our physical space	Fall, 2020	CPT

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Encourage and develop an engaging culture of hospitality, welcome, and personal invitation to the community, including new members	1. Research and examine best practices for creating a culture of hospitality	September, 2018	Hospitality committee
	2. Make recommendations to SPIT for new or renewed practices of hospitality and welcoming	December, 2018	Hospitality committee
	3. Make recommendations to SPIT for new or renewed practices to welcome, engage, retain, and nurture new members	December, 2018	Hospitality committee
	4. Implement the new or renewed practices as agreed with SPIT and Exec	Spring 2019	Hospitality committee, SPIT, Executive

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GROWTH GOALS			
GROWTH IN STEWARDSHIP			
1. Increase ASK's identifiable givers by 5% per year for each of the three years of the strategic plan			
2. Raise annual identifiable offering by 6-10% per year for each year of the strategic plan			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Establish a stewardship committee by the spring of 2018	1. Identify members of committee	January, 2018	Executive
	2. Constitute committee and chair	January, 2018	Executive
	3. Hold 1st committee meeting and set agenda	February, 2018	Chair of committee
Develop a culture of faithful stewardship with the help of Diocesan resources	1. Consult with Peter Misiaszek from the Diocese	May, 2018	Stewardship Committee
	2. Examine best practices for stewardship	September, 2018	Stewardship Committee
	3. Choose options for best practices to recommend to executive	December, 2018	Stewardship Committee
	4. Implement chosen options in consultation with executive	February, 2019	Stewardship Committee
Encourage membership commitment to an annual pledge beginning in January of 2019	1. Determine best practices for encouraging membership commitment to an annual pledge	October, 2018	Stewardship committee
	2. Implement best practice for encouraging membership commitment to an annual pledge	January, 2019	Stewardship committee and SPIT
Increase involvement in PAR program by 10% each year of the strategic plan	1. Determine best practices for increasing involvement in PAR program	October, 2018	Stewardship committee
	2. Implement best practices for increasing involvement in PAR program	January, 2019	Stewardship committee and SPIT

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FORMATION GOALS			
1. Expand and develop new faith formation programs annually beginning in 2018 2. Develop and offer event-specific opportunities for faith formation and spiritual growth			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Establish a Rector's curriculum advisory committee by the Spring of 2018	1. Select chair for committee	February, 2018	Rector
	2. Populate committee	March, 2018	Rector and Chair
	3. Set agenda for committee in 1st meeting	end of March, 2018	Chair
Charge the Rector's Curriculum Advisory Committee with investigating and recommending appropriate formation courses to meet the felt needs of the community by the early summer of 2018	1. Inventory current faith formation offerings	Spring, 2018	Rectors Curriculum Advisory Committee (RCAC)
	2. Research new faith formation program options	Spring, 2018	RCAC
	3. Make recommendations on faith formation options to Rector and Curate	Spring, 2018	RCAC
Implement recommended new faith formation programs for Fall 2018	1. Implement new faith formation programs	Fall, 2018	Rector and Curate

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3. Cultivate an openness to and deeper understanding of the diverse discipleship and worship needs of our community			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Continue to nurture and develop our current public worship	1. Inventory current public worship	April, 2018	Strategic Plan Implementation Team (SPIT)
	2. Examine and develop common prayer and worship resources	July, 2018	SPIT
	3. Nurture and develop the richness of the Anglican tradition in our public worship	September, 2018	SPIT
	4. Nurture Jazz Vespers as a worship experience and evaluate	January, 2019	SPIT
Investigate and recommend new and alternative forms of dynamic public worship by the fall of 2019	1. Inventory current public worship	April, 2018	Strategic Plan Implementation Team (SPIT)
	2. Research possible new and different worship experiences	December, 2018	SPIT
	3. Survey community for wants/needs and preferences of options	Spring, 2019	SPIT
	4. Analyze and recommend options	Summer, 2019	SPIT
	5. Implement priority options	Fall 2019	SPIT and Rector
Conduct a review of the worship space and suggest renovations that will make the space more inviting and flexible/functional	1. Review best practices for use of liturgical space	December, 2018	SPIT and Pastoral staff
	2. Discover what might be possible in our physical space	Summer, 2019	SPIT and Pastoral staff
	3. Develop options for more inviting and flexible liturgical space	Fall, 2019	SPIT and Pastoral staff
	4. Make a decision on the use of liturgical space	December, 2019	SPIT and Pastoral staff
Continue to encourage visible diversity throughout our public life together	1. Recognize the diversity of gifts of all the members of our community		
	2. Provide the opportunity for all the members of our community to share their gifts for the improvement of our church		

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CARE GOALS			
1. Plan and implement effective strategies and supports to meet the pastoral care needs within our community			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Constitute a committee of a variety of stakeholders by the spring of 2018	1. Select a chair for the committee	February, 2018	Strategic Plan Implementation Team (SPIT)
	2. Constitute committee	March, 2018	SPIT
	3. Have first meeting and set agenda	April, 2018	Chair
Charge the committee with reviewing, assessing, and making recommendations regarding our current pastoral care programs/initiatives by the end of 2018	1. Inventory current pastoral care program	June, 2018	Pastoral Care Planning Committee (PCPC)
	2. Review and assess current pastoral care initiatives	October, 2018	PCPC
	3. Make recommendations regarding current pastoral programs and initiatives	December, 2018	PCPC
Ask the committee to make recommendations for new programs/initiatives by the spring of 2019	1. Research current initiatives of pastoral care in the literature and as practised in other parishes	September, 2018	PCPC
	2. Determine which best practices in pastoral care should be embraced and initiated	December, 2018	PCPC
	3. Make recommendations for new pastoral care programs and initiatives	Spring, 2019	PCPC
Support recommended ongoing programs; plan and implement new programs/initiatives through the last quarter of 2019	1. Continue recommended current pastoral care programs and initiatives	February, 2019	SPIT
	2. Plan and implement recommended new pastoral care programs and initiatives	December, 2019	SPIT

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2. Plan and implement effective strategies and supports to meet social justice and outreach needs			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Constitute a committee of a variety of stakeholders of stakeholders by the spring of 2018	1. Select a chair for the committee	February, 2018	Strategic Plan Implementation Team (SPIT)
	2. Constitute committee	March, 2018	SPIT
	3. Have first meeting and set agenda	Spring, 2018	Chair
Charge the committee with reviewing, assessing, and making recommendations regarding our current social justice and outreach programs/initiatives by the end of 2018	1. Inventory current social justice and outreach program	May, 2018	Social justice and outreach planning committee (SJOPC)
	2. Review and assess current social justice and outreach initiatives	October, 2018	SJOPC
	3. Make recommendations regarding current social justice and outreach programs and initiatives	December, 2018	SJOPC
Ask the committee to make recommendations for new programs/initiatives by the spring of 2019	1. Research current initiatives of social justice and outreach in the literature and as practised in other parishes	September, 2018	SJOPC
	2. Determine which best practices in social justice and outreach should be initiated and embraced	December, 2018	SJOPC
	3. Make recommendations for new social justice and outreach programs and initiatives	Spring, 2019	SJOPC
Support recommended ongoing programs; plan and implement new programs/initiatives through the last quarter of 2019	1. Continue recommended current social justice and outreach programs and initiatives	February, 2019	SPIT
	2. Plan and implement recommended new social justice and outreach programs and initiatives	October, 2019	SPIT

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3. Appreciate and understand the needs of our immediate neighbourhoods; plan and implement new missional strategies and initiatives			
STRATEGIES	ACTION STEPS	BY WHEN	WHO IS RESPONSIBLE
Constitute and train a committee of a variety of stakeholders by the Fall of 2018	1. Appoint a chair for the Missional Action Planning Committee	February, 2018	SPIT
	2. Constitute the committee	March, 2018	SPIT and chair
	3. Investigate Diocesan resources for training in community needs assessment	May, 2018	Missional Action Planning Committee (MAPC)
	4. Choose a training program for community needs assessment	July, 2018	MAPC
	5. Train the committee in community needs assessment	October, 2018	YCV area resource team?
Charge the committee with planning a neighbourhood needs assessment by the end of 2018	1		
	2		
	3	December, 2018	
Charge the committee with overseeing and engaging multiple groups representing the diverse demographics of ASK in the implementation of a neighbourhood needs assessment by the spring of 2019	1		
	2		
	3		
	4		
	5	Spring, 2019	
Ask the committee to make recommendations for new missional strategies and initiatives by the fall of 2019	1		
	2		
	3		
	4	Fall, 2019	
Plan and implement new missional strategies and initiatives by the fall of 2020	1		
	2		
	3		
	4	Fall, 2020	