

St. John's Long Range Plan

Dear St. John's Family:

February 2007

The Long Range Planning Committee has been meeting twice a month since May 2005 to develop a Long Range Plan. The purpose of the Long Range Plan is to ensure the continued vitality and faithfulness of St. John's by examining our current ministries and seeking Parish input on future ministries. During this process, the Long Range Planning Committee held Forum discussions with the Parish using the **SWEEPS model** (Service-Worship-Education-EvangeliSm-Pastoral Care-Stewardship) to guide discussions which allowed us to gain a wealth of feedback from the Parish. Feedback from these discussions was reviewed during several subsequent Long Range Planning Committee meetings in order to faithfully evaluate all input as well as to define prevalent interests and major themes. From these discussions, strategic goals and initiatives were developed for each component of the SWEEPS model. The Vestry has reviewed, and approved the Long Range Plan. Now both the Committee and the Vestry seek input on the Long Range Plan from you, the Parish.

The overarching goal of the Long Range Plan is to help us live into our Vision Statement for St. John's which is: **“St. John's is a welcoming, multigenerational Christian community that nourishes lifelong spiritual formation through faith, worship, and fellowship. We celebrate our gifts from God through shared Christian ministries, which are exemplified by our traditions, music, youth programs, and community outreach. We welcome people from all backgrounds and invite them to call St. John's their spiritual home.”**

The attached Long Range Plan has two sections, a text and a table.

The text provides detailed descriptions for each ministry and summarizes the on-going ministries which the Parish and Long Range Planning Committee felt we should maintain at their current levels of support. The items highlighted in *“italics”* represent those items which the Long Range Plan Committee felt deserved more priority and/or support than other ideas. In addition, the Long Range Plan Committee prioritized each item as either high (H), medium (M), or low (L) and identified items which would require additional money by a dollar sign (\$). The table breaks down the recommendations into three time horizons: Year 1 – (2007), Years 2-3 – (2008-2009), and Years 3-5 (2009-2011).

The table helps visualize the proposed implementation of the plan. A key mechanism for the implementation of the Long Range Plan is the creation of the four new committees: Worship, Education, Evangelism, and Stewardship. These committees, as well as the Vestry, would use the Long Range Plan as a guide for St. John's direction through the next 5 years.

In addition to the feedback you provided in 2006, the Vestry and Long Range Planning Committee authorized that an architect perform a “space needs analysis” of the sanctuary

and parish hall wing. Joe Bragaw led this effort in conjunction with Dick Miller (Junior Warden). Mr. Brian Humes was selected among three architects to perform the analysis. Mr. Humes is with Jacunski, Humes Architects, LLC, in Newington, CT. He is the son of a Congregational minister and provides his services to one church per year, at a reduced rate, as a community service. Mr. Humes developed 3 plans for addressing the space needs of St. John's Church. These recommendations were based on conversations with the Vestry and Long Range Planning Committee, interviews with the Rector, all paid staff members, committee chairs of St. John's Church, as well as the Property Committee. In the coming weeks the Long Range Plan Committee and Vestry will review these three plans and provide a final recommendation to the Parish using the vision of St. John's Church as the primary guide. In addition, the land use analysis is on-going. These topics will be presented to the Parish at a subsequent Forum held in the near future.

The Long Range Plan was presented to the Vestry on January 29, 2007. Following review and discussions, the Long Range Plan was accepted by the Vestry.

Please join us at a Forum scheduled for Sunday, February 11th following the 10 AM service to discuss this proposal. If you cannot attend, please share your comments and ideas with members of the Long Range Planning Committee. Through this process, we hope to reflect your goals and interests in developing and carrying out the mission of St. John's Parish.

Prayerfully,

Members of the Long Range Planning Committee: Scott Anderson, Veronica Anderson, Kirsten Babbin, Joe Bragaw, John Burkhardt, Jon Cook (Co-Chair), Chester Fairlie (Co-Chair), Annette Hall, Bob Jennings (2005-2006), Carolyn Miller, Vic Vicari, Rik Wells, and Amanda Zawacki

Officers & Members of the Vestry: Carol Adams, Sr. Warden; Richard Miller, Jr. Warden; Annette Hall, Treasurer; Lisa Baxter, Parish Clerk; Kirsten Babbin, Joan Fairlie, Ralph Napiany, Elizabeth Kimble, Linda Ferguson, Harold Clarke, Kimberly Blake, and Brian Steady.

**St. John's Long Range Plan
February 2007**

St. John's Vision Statement

St. John's is a welcoming, multigenerational Christian community that nourishes lifelong spiritual formation through faith, worship, and fellowship. We celebrate our gifts from God through shared Christian ministries, which are exemplified by our traditions, music, youth programs, and community outreach. We welcome people from all backgrounds and invite them to call St. John's their spiritual home.

A Prayer for the Parish

Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. *Amen.*

For the Mission of the Church

Lord Jesus Christ, you stretched out your arms of love on the hard wood of the cross that everyone might come within the reach of your saving embrace: So clothe us in your Spirit that we, reaching forth our hands in love, may bring those who do not know you to the knowledge and love of you; for the honor of your Name. *Amen.*

Everliving God, whose will it is that all should come to you through your Son Jesus Christ: Inspire our witness to him, that all may know the power of his forgiveness and the hope of his resurrection, who lives and reigns with you and the Holy Spirit, one God, now and forever. *Amen.*

For Guidance

Direct us O Lord, in all our doings, with thy most gracious favor, and further us with thy continual help; that in all our works, begun, continued, and ended in thee, we may glorify thy holy Name, and finally. By thy mercy, obtain everlasting life; through Jesus Christ our Lord. *Amen.*

St. John's Long Range Plan February 2007

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S E R V I C E

"But do not neglect to do good and share what you have, for such sacrifices are pleasing to God." (Hebrews 13:16)

"Give to everyone who begs from you; and if anyone takes away your goods, do not ask for them again. Do unto others as you would have them do unto you." (Luke 6:30-31)

"And when was it that we saw you sick or in prison and visited you? And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these my brothers, you did it to me.'" (Matthew 25:39-40)

Service Goal: Our goal is to be faithful to serve the needy and the poor by maintaining our current efforts in Diocesan, national, and international ministries, while focusing on expanding our local service ministries.

Strategy 1: Maintain our current level of support for national, international ministries as well as those funded by our contribution to the Episcopal Diocese of Connecticut

- **Initiative A** - Continue active support of the following:
 - Episcopal Fund for Relief & Development (AKA Bishop's Fund – Emergency relief)
 - For more information about all of the ministries supported by our contribution to the Diocese go to:
<http://www.ctdiocese.org/index.cfm>
And look under the "Resources", "Ministries" and "Mission" links
 - Annual CROP Walk (Hunger) – international relief agency
 - Maintain support of "Food for the Poor" with speaker and working pilgrimage – relief for the poor in the Caribbean and C. America
 - African Team Ministry (sale of African crafts and jewelry to benefit orphans of AIDS)
 - Interfaith Refugee Committee (Refugee relocation)
 - Karen Emergency Relief Fund (KERF) – supports an orphanage in Thailand

- Friends of St. Vincent’s Center for Handicapped Children (Port-au-Prince, Haiti)
- Diocese of Haiti (partnership with St. James’ West Harford)
- **Initiative B** - Develop and support the following new initiatives:
 - Parish mission trip for adults (Years 3-5M)
 - Church school adopt an impoverished child (Years 2-3M)
- **Strategy 2:** St. John’s will focus most of its efforts on local service ministries by:
 - **Initiative A** – Continue active support of the following:
 - New London Meal Center (soup kitchen)
 - Alcoholics Anonymous (AA)
 - Care and Share (Christmas gifts and holiday food baskets)
 - Annual CROP Walk Against Hunger
 - Carols at local nursing home in December
 - The St. John’s Discretionary Fund (assist those in need)
 - Continue support for Revs. Valerie Dixon & Dianne Warley’s prison ministries
 - “Souper” Bowl Sunday
 - Expand Food Pantry located in the parish sacristy
 - Parish Hall availability to support community groups (e.g. AA)
 - Habitat for Humanity of SE CT (maintain “Covenant Congregation” identity & involvement with Seabury Deanery work)
 - **Initiative B** - Development and/or expansion of the following local service ministries:
 - *St. John’s Thanksgiving Day Meal (Year 1H)*
 - *Strengthen our ties with Care & Share (e.g., food & clothing pantry; Holiday Food Baskets and gifts) (Year 1H)*
 - *Enhance intergenerational ministry (e.g., develop an active presence in Senior Centers) (Years 2-3H)*
 - Sponsor a Habitat for Humanity “House in a Box” build, on the St. John’s Green (Years 2-3H)
 - Investigate use of York/JB Gates work program to provide labor to non-profits and Chrysalis program (Years 3-5L)
 - *Redevelop Episcopal Church Women (ECW) at St. John’s that allows working women to attend (Year 1H)*
 - *Increase support of St. James’ (New London) Homeless Hospitality Center Shelter (Year 1H)*

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W O R S H I P

"Worship the Lord in the beauty of Holiness. Come let us adore him" (BCP p. 81)

"The hour is coming and now is, when the true worshiper will worship the Father in spirit and in truth, for such the Father seeks to worship him." (John 4:23)

"I appeal to you brothers and sisters, by the mercies of God, to present yourselves as a living sacrifice, holy and acceptable to God, which is your spiritual worship." (Romans 12:1)

Worship Goal: Worship is the heart of our religious and communal experience. While blessed with individual talents and gifts, our goal is to come together as a single spiritual family to offer our worship to the glory of God and to the spiritual benefit of all.

Strategy 1: Continue current levels of participation in Diocesan worship

- **Initiative A** - Continue active support of the following:
 - Visits by all of our Bishops
 - Christ Church Cathedral in Hartford where confirmations, ordinations and Diocesan Conventions are held
 - Ongoing training for liturgical assistants, choirs, and musicians
 - Participation in Diocesan worship experiences held in our Deanery (e.g. confirmation services)

Strategy 2: St. John's Worship on the local level will:

- **Initiative A** - Maintain current levels of support for the following:
 - Holy Eucharist – Sunday and weekday
 - Baptisms, Confirmations, Weddings & Funerals
 - Fisk Organ
 - Youth Sunday
 - Rite 13 & Journey to Adulthood
 - Holy Week & Easter
 - Private Communion to any who require it
 - Private Confession to any who request it
 - Instruction about worship during the Adult Forum
 - Christmas Pageant
 - *Train and deploy Lay Eucharistic Ministers to bring sacraments to those unable to attend service (Year 1H)*

- **Initiative B** - Explore the development and/or expand support of the following liturgical ministries:
 - *Create a Worship Committee to implement the Long Range Plan and advise the rector (Year 1H)*
 - *Explore different styles of worship (e.g., high mass, folk mass, contemporary mass) (Years 2-3H)*
 - *Schedule Rite 1 seasonally during Lent and Advent (Years 2-3M)*
 - *Organize and participate in more ecumenical/interfaith services with area churches (Years 2-3M)*
 - *Explore possibility of having only one service on summer Sundays, 9 AM (Years 2-3H)*
 - *Schedule a hymn sing under a tent in the summer (Years 2-3M)*
 - *Encourage young adults to serve as lectors, ushers, adult choir, or minister of communion (Year 1H)*

- **Initiative C** – Facilitate worship by the following physical improvements:
 - *Create easier access to kneel for communion by installing a section joining both sides of the communion rail (Year 1 L)*
 - *Explore feasibility of a Columbarium within the church (Years 3-5M)*
 - *Improve the sound system in the church to allow increased comprehension and participation in the service (Year 1H)*
 - *Repair and improve handicapped accessibility of sanctuary, especially the sidewalks and parking areas (Years 2-3)*

Strategy 3: Cultivate continued support for individual member contributions by ensuring infrastructure support

- **Initiative A** - Maintain the support of the following individual contributions to worship:
 - Priest
 - Deacon
 - Part-time staff: Administrative assistant, Organist & Adult Choir, Children’s Choir, Christian Education, Sexton, Bookkeeper
 - Professional child care
 - Adult & Children’s Choirs
 - Memorial Garden
 - Altar Flower Ministry
 - Guilds – Altar, Ushers, Acolyte, Lectors, Ministers of Communion
 - Christmas Pageant

- **Initiative B** –Provide the following structure of training and sacramental opportunity:
 - *Offer ministry of healing (Years 2-3M)*
 - *Provide annual review training session for all ushers, acolytes, lectors, Ministers of Communion, and Classes for Lectors (Year 1H)*

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E D U C A T I O N

"Blessed are you O Lord; teach me your statutes. I delight in the way of your decrees....I will meditate on your precepts, and fix my eyes on your ways. Give me understanding that I may keep your law and observe it with my whole heart."

(Ps 119:12,14-15,34)

Education Goal: Create a community that nourishes lifelong Christian spiritual formation for people of all ages.

Strategy 1: Maintain our connection to the Diocese's ministries of education and spiritual formation

Initiative A: Continue active support of the following:

- Our connection to training and support for our Education for Ministry program (EFM)
- Resources for Journey to Adulthood (J2A program) Leader training
- Sharon Pearson (Diocesan Coordinator for Spiritual Formation) as a resource person for youth, adult and confirmation classes

Strategy 2: Create a more intentional plan for Adult Education at St. John's

Initiative A - *Create an Education Committee focused on developing adult programs and Sunday Forums to support the Education Strategies and Initiatives (Year 1H)*

Initiative B – *Continue to foster adult education and spiritual formation by encouraging and supporting participation in the Education for Ministry (EFM) program.*

Initiative C - *Explore the possibility that education classes for all ages occur between services (i.e., 9-10 AM) (Years 2-3M).*

Strategy 3: Provide opportunities for the spiritual formation/education of the adult members of the parish by:

Initiative A - Organize or provide for adult educational trips such as a pilgrimage, vestry retreat, mother's retreat etc. (Years 3-5M)

Initiative B – Develop (prospectively) a year-long program for adult forums and interest-related groups such as book discussions (Years 2-3M).

Strategy 4: *Provide an appropriate physical environment to support all of our educational programs and ministries*

Initiative A - Review space needs assessment to assure appropriate physical environment for concurrent Sunday youth and adult education, committee meetings, and nursery service which will allow growth in these programs and ministries (Year 1H)

Strategy 5: Continue to build a strong program of Christian formation and education for all ages

Initiative A - *Strengthen and expand J2A programs by involving more Parish adults and youth (Year 1H)*

Initiative B- Institute a vacation Bible school during summer months (Years 3-5L)

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E V A N G E L I S M

"Go and tell...what you have seen and heard: the blind receive their sight, the lame walk, the lepers are cleansed, the deaf hear, the dead are raised, the poor have good news brought to them. And blessed is anyone who takes no offense at me." (Luke 7:22,23)

"Come unto me all you that travail and are heavy laden, and I will refresh you."
(Matthew 11:28)

Evangelism Goal: We are called by God to share the good news of Jesus Christ as we have come to know Him. We actively welcome people of all ages and backgrounds. We encourage them to share in the life and ministry of our church.

Strategy 1: Support the Diocese of Connecticut ministry in evangelism by:

- **Initiative A** – Adopt a goal of increasing church membership by a defined percentage per year (Year 1H)

Strategy 2: Increase St. John's evangelism ministry by:

- **Initiative A** - Help new people feel welcome at St. John's and encourage them to call St. John's their spiritual home
 - *Create an Evangelism Committee to implement the Long Range Plan (e.g., Greeter Program, Parish Life) and advise rector (Year 1H)*
 - *Explore feasibility of creating a Parish Life Coordinator position (3-4 hours/week position) to organize pot luck suppers, "Get to Know You activities", picnics, publicity etc. (Years 1H)*
 - *Create Greeter's Program, possibly named "St. John's Shepherds" to organize and implement the welcoming of visitors/newcomers, newcomers packet distributed by Welcome Wagon, visitation of newcomers (Year 1M)*
 - *Develop a communication plan for St. John's activities and ministries using various tools and media such as a web site, newspaper articles, carrier route sort mail, advertisements, and the distribution of an electronic version of "The Fisherman" (Year 1H)*
 - *Make St. John's fully accessible to all people (H)*
 - *Erect more "Episcopal Church Welcomes You" signs at key points in the community (Years 2-3M)*
 - *Install a sign with removable letters for the front lawn or Green to announce upcoming events (Years 2-3M)*
 - *Create a special course or event or series of events for new members as an orientation to the Church and community (Years 2-3M)*

- **Initiative B** - Expand parish activities that encourage fellowship among members by:
 - *Outreach to 18-30 year old parishioners – investigate strategies to increase their participation (Years 2-3M)*
 - Organize the purchase of “St. John’s logo” items (Years 2-3M)
 - Seek out Parishioners with a calling and skills to contact people who have stopped attending St. John’s (Year 1M)

- **Initiative C** - *Encourage use of our property and building as a community resource and raise the awareness of St. John’s and increase its visibility in the community by:*
 - Increase use of St. John’s Green and Rogers Field for church, community, and private activities (plays, concerts, receptions) (Years 2-3H)
 - Sponsor a St. John’s Float in the East Lyme Light Parade (Years 3-5M)
 - Increase presence in the East Lyme community (e.g., adding a bell tower, increase participation in community activities by having a St. John’s booth at “Celebrate East Lyme” festival) (Years 3-5L)
 - Host or sponsor our own event on the Green like a Flea market or a Chowder Festival (Years 1-5M)

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P A S T O R A L C A R E

“Are any among you suffering? They should pray. Are any among you sick? They should call for the elders of the church and have them pray over them, anointing them with oil in the Name of the Lord. The prayer of faith will save the sick, and the Lord will raise them up; and anyone who has committed sins will be forgiven. Therefore confess your sins to one another, and pray for one another, so that you may be healed. The prayer of the righteous is powerful and effective.” (James 5:13-16)

Pastoral Care Goal: To nourish and support the faith and spiritual life of our parish members and extended community through visitation, sacrament and prayer.

Strategy 1: Maintain our Pastoral Care Ministries through the Diocese of Connecticut.

- **Initiative A** - Continue to provide financial assistance to the Diocese of Connecticut for Pastoral Care Ministries.

- **Initiative B** – Attend Safe Church Training Workshops and improve awareness of “Safe Church” with all our membership

Strategy 2: Continue to supply and enhance pastoral services through St. John's clergy and volunteer teams including, but not limited to, Pastoral Care Teams, St. John's Prayer Sisters, Prayer Shawl Knitters and Health Team.

- **Initiative A** - Provide more opportunities for the dissemination of health information, instruction through the Health Team Ministry (Years 2-3M).

- **Initiative B** – Work with Pastoral Care Team to expand team potential by
 - Encourage more parishioners to serve on this team (Year 1 H)
 - Revive a food ministry to people in need such as sick Parish members or those dealing with a critical life event (Year 1H)
 - Investigate new ways to provide Parish members with support for those with an ailing family member (Years 2-3M)

- **Initiative C** – Assess need for additional clergy to support St. John's Pastoral Care Ministry (Years 3-5H)

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S T E W A R D S H I P

*"Ascribe to the Lord the honor due his Name; bring offerings and come into his courts."
(Psalm*

96:8)

"O Lord our God, you are worthy to receive glory and honor and power; because you have created all things, and by your will they are created and have their being."

(Revelation 4:11)

"Offer to God a sacrifice of thanksgiving, and make good your vows to the Most High."

(Psalm 50:14)

Stewardship Goal: To use our God-given talents, treasures, and time to support the current and future work of St. John's and to encourage growth in all areas of our ministry.

Strategy 1: Continue to build upon our year-round approach to stewardship, especially with regards to parishioner's time and talents

Initiative A - Create a Stewardship Committee to implement the Long Range Plan. This committee would meet once every two months (Year 1H)

Initiative B – Participate in the annual Bishop's Convocation of Stewardship

Initiative C - Maintain and grow our annual fund raising activities: basket bazaar, carnival, tag sale, golf tournament and explore new fundraisers.

Initiative D – Vestry will review staffing structure and number annually

Initiative E - Develop a calendar of fundraising events that are fun and innovative to raise funds and increase fellowship within St. John's (Years 2-3 M)

Strategy 2: Increase our level of annual financial giving, while at the same time increase our long term Endowment and Capital funds.

Initiative A - Charter an Endowment Committee to develop guidelines and make recommendations to the Vestry on such things as methods to increase the Endowment and Capital funds and how to use the endowments funds to improve church programs (Year 1H)

- Education program for planned giving
- Pledging a percentage of estate to St. John's, stock gifting
- Setting a time and amount goal for establishment of an endowment

Initiative B - Consult with the Diocese on guidelines to allow corporate matching gifts to help boost the Annual Stewardship and/or Capital Campaign (Year 1H)

Strategy 3: Develop a program of planned maintenance and upgrade for our buildings and property (Years 2-3H).

Initiative A - Develop and continuously update a short and long term plan for property and building maintenance.

Initiative B - Increase the existing Maintenance and Repair line item in the annual parish budget to be able to fund the items developed in the short term maintenance plan. Some of the overdue maintenance items, needed repairs, and desired improvements to our building and land should be included as part of upcoming Capital Campaign.

Initiative C - Fund a Capital Improvement line item in the annual parish budget to build up a sufficient reserve for emergencies and to plan for long term maintenance initiatives.

Strategy 4: Gain a better understanding of the possibilities presented by St. John's buildings and land assets, present this information to the parish, and then work towards a long term facilities and property plan that will allow us to effectively administer the programs and mission of our parish (Year 1H).

Initiative A - Investigate the costs and benefits of having a St. John's Rectory

Initiative B - Develop a plan to make all of St. John's handicap accessible

St. John’s Long Range Plan Timeline for Proposed New Activities (Text provides more detail)

SWEEPS Long Range Plan Components	Year 1 (2007)	Years 2-3 (2008-2009)	Years 3-5 (2009-2011)
Service	<ul style="list-style-type: none"> • <i>St. John’s Thanksgiving Day Meal (H)</i> • <i>Strengthen our ties with Care & Share (H)</i> • <i>Redevelop Episcopal Church Women (ECW) at St. John’s that allows working women to attend (H)</i> • <i>Increase support of St. James’ Homeless Hospitality Center Shelter (Year 1H\$)</i> 	<ul style="list-style-type: none"> • <i>Enhance intergenerational ministry (e.g., develop an active presence in Senior Centers) (H)</i> • <i>Sponsor a Habitat for Humanity “house in a box” on St. John’s Green (H)</i> • <i>Church school adopt an impoverished child (M\$)</i> 	<ul style="list-style-type: none"> • <i>Parish mission trip for adults (M)</i> • <i>Investigate use of York/JB Gates work program to provide labor to non-profits and Chrysalis program (L)</i>

H – High Priority, M – Medium Priority, L – Low Priority, \$ - Requires money to implement, Italics – Repeated theme from Parish feedback

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SWEEPS Long Range Plan Components	Year 1 (2007)	Years 2-3 (2008-2009)	Years 3-5 (2009-2011)
Worship	<ul style="list-style-type: none"> • <i>Create a Worship Committee to implement the Long Range Plan and advise rector (H)</i> • Provide annual review training session for all ushers, acolytes, lectors, Ministers of Communion, and Classes for Lectors (H) • <i>Train Lay Eucharistic Ministers to bring sacraments to those unable to attend service (H)</i> • <i>Improve the sound system in the church to increase participation in the service (H\$)</i> • Encourage young adults to serve as lectors, ushers, adult choir, or minister of communion (H) • <i>Facilitate communion by installing a section joining both sides of the communion rail (L\$)</i> 	<ul style="list-style-type: none"> • <i>Explore different styles of worship (e.g., High Mass, folk mass, contemporize mass) (H)</i> • Explore possibility of having only one service on summer Sundays, 9 AM (H) • Explore a hymn sing under a tent in the summer (M) • Schedule Rite 1 seasonally during Lent and Advent (M) • Organize & participate in more ecumenical/interfaith services with area churches (M) • Offer ministry of healing (M) 	<ul style="list-style-type: none"> • <i>Explore feasibility of a Columbarium within the church (M\$)</i>

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Education	<ul style="list-style-type: none"> • <i>Create an Education Committee to implement the Long Range Plan and advise rector with a focus on developing adult programs and Sunday Forums (H)</i> • Review space needs assessment to assure appropriate physical environment for concurrent youth and adult education, committee meetings, and nursery service (H\$) • <i>Strengthen and expand J2A programs by involving more Parish adults and youth (H)</i> 	<ul style="list-style-type: none"> • Explore the possibility that education classes for all ages occur between services (i.e., 9-10 AM) (M). • Develop a year-long program for adult forums and interest-related groups such as book discussions (M) 	<ul style="list-style-type: none"> • Organize or provide for adult educational trips such as a pilgrimage, vestry retreat, mother’s retreat (M) • Institute a vacation Bible school during summer months (L\$)

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St. John’s Long Range Plan Timeline for Proposed New Activities (Text provides more detail)

SWEEPS Long Range Plan Components	Year 1 (2007)	Years 2-3 (2008-2009)	Years 3-5 (2009-2011)
Evangelism	<ul style="list-style-type: none"> • <i>Create Evangelism Committee to implement the Long Range Plan (e.g., Greeter Program, Parish Life) and advise rector (H)</i> • <i>Create a plan to make St. John’s fully accessible to all people (H\$)</i> • <i>Develop a communication plan of St. John’s activities using a variety of media (H\$)</i> • <i>Explore feasibility of creating a Parish Life Coordinator position (3-4 hr./week position) to organize pot luck suppers, “Get to Know You activities”, picnics, etc. (H\$)</i> • <i>Adopt a goal of increasing church membership by a defined percentage per year (H)</i> • <i>Create a Greeter’s Program to welcome visitors & newcomers such as a newcomer packet (M)</i> 	<ul style="list-style-type: none"> • <i>Develop a plan to increase use of St. John’s Green and Rogers Field for church, community, and private activities (plays, concerts, receptions) (H)</i> • <i>Erect more “Episcopal Church Welcomes You” signs at key points in the community (M\$)</i> • <i>Create a special course for new members as an orientation to the Church (M)</i> • <i>Outreach to 18-30 year old parishioners – investigate strategies to maintain their participation (M)</i> • <i>Investigate interest in St. John’s logo items (M)</i> • <i>Install a sign with removable letters for the front lawn of Green to announce upcoming events (M\$)</i> 	<ul style="list-style-type: none"> • <i>St. John’s Float in the East Lyme Light Parade (M)</i> • <i>Increase our presence in the East Lyme community by installing a bell tower and organizing booths at East Lyme functions (L\$)</i>

H – High Priority, M – Medium Priority, L – Low Priority, \$ - Requires money to implement, Italics – Repeated theme from Parish feedback

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Pastoral Care	<ul style="list-style-type: none"> • Increase the size of pastoral care team (H) • Develop people with a calling and skills to contact people who have stopped attending St. John’s (M) • Revive a food ministry to people in need (H) 	<ul style="list-style-type: none"> • Provide health information, instruction and additional equipment through the Health Team (M) • Investigate new ways to provide Parish members with support for those with an ailing family member (M) 	<ul style="list-style-type: none"> • Add clergy to support St. John’s mission (H\$)

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Stewardship	<ul style="list-style-type: none"> • <i>Create Stewardship Committee to implement Long Range Plan (e.g., Meet every two months) (H)</i> • <i>Charter an Endowment Committee to develop guidelines and make recommendations to the Vestry (H)</i> • Assess possibilities presented by St. John’s buildings and land assets, and then develop long term facilities and property plan that supports our Long Range Plan (H) • Consult with the Diocese on guidelines to allow corporate matching gifts for parishioner’s pledges (H) 	<ul style="list-style-type: none"> • Develop a program of planned maintenance and upgrade for our facilities and property (H). • Develop a calendar of fundraising events that are fun and innovative to raise funds and increase fellowship within St. John’s (M) 	

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