

STRATEGIC PLAN 2019-2024

SAINT PHILIP EPISCOPAL CHURCH
INDIANAPOLIS, INDIANA

SECOND DRAFT – VESTRY (September 2019)

“Where there is no vision, the people perish...”

Proverbs 29:18

LETTER FROM THE RECTOR HERE.

GREETINGS

We, the community of Saint Philip Episcopal Church, offer this strategic plan to the glory of God.

*Saint Philip Episcopal Church is a **Christian community** yielded to the Holy Spirit. Our **mission** is to live as Doers of the Word worshipping God and serving others to build Christ's Kingdom. Our **purpose** is three-fold. First, we proclaim by word and example the good news of God in Christ. Second, we seek to serve Christ in all persons, loving our neighbors as ourselves. Finally, we strive for justice and peace among all people, and respect the dignity of every human being. Our **vision** is the fulfillment of Christ's Kingdom on earth. We fulfill our mission, purpose, and vision through these **core values**: inclusivity, racial equity and social justice, prophetic service, and transformational worship.*

"The congregation pledged to enter a period of fasting and prayer in an effort to come to a sense of direction as to where we as a parish should be focusing our energies," writes Mrs. Hattye Raspberry-Hall in her history of Saint Philip Episcopal Church. More than forty years later our community continues to contemplate its role in our neighborhood and the city of Indianapolis.

The Saint Philip's community is vibrant, intergenerational, and diverse.

OUR GUIDING PRINCIPLES

"Praise the Lord!
Praise God in his Temple!
Praise his strength in heaven!
Praise him for the mighty things he
has done.
Praise his supreme greatness."

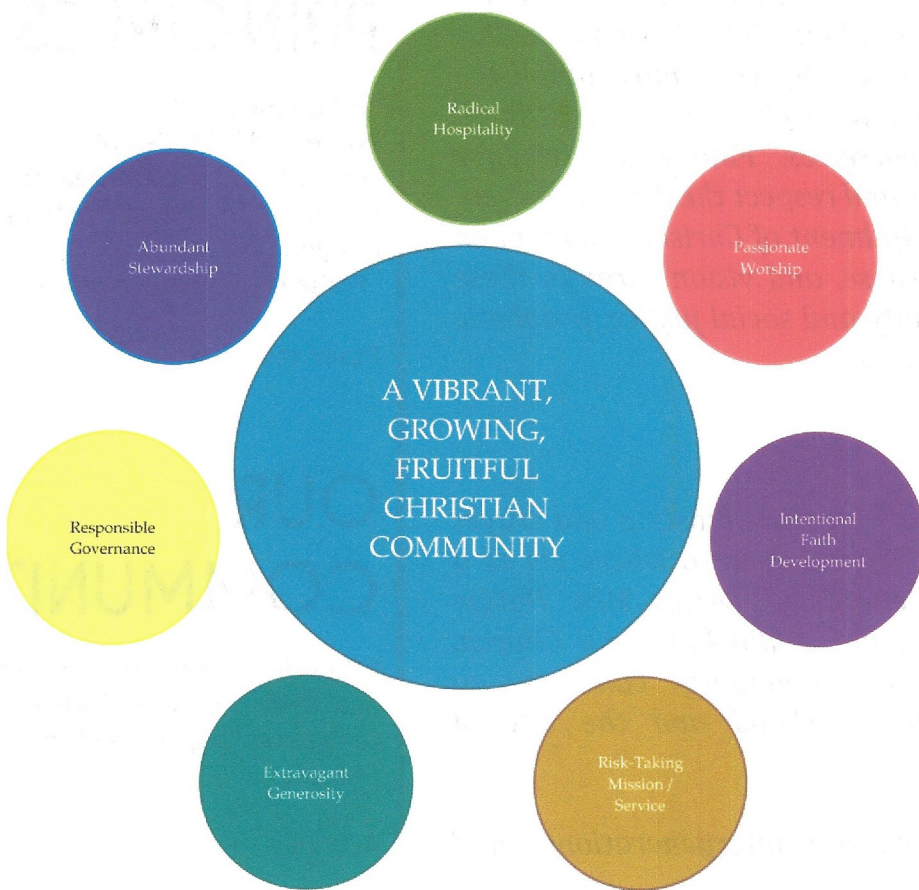
Psalm 150:1-2

OUR COMMUNITY

"They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers."

Acts 2:42

To become a vibrant, growing, fruitful congregation, Saint Philip Episcopal Church focuses upon seven marks of mission.



Radical Hospitality

The term radical means “out of the ordinary,” “revolutionary,” even. It requires an intentional invitation and welcome.

At Saint Philip Episcopal Church, we will endeavor to practice radical hospitality. Through prayer, planning, and work, we invite all people and to help them feel welcome and to support them in their faith journeys. Out of genuine love for Christ and for others, we take the initiative to invite, welcome, include and support those who are strangers and help them grow in faith as they become part of the body of Christ, and in our life together in Christ.

Passionate Worship

Passionate Worship connects people to God and to one another. As Episcopalians, we gather consciously as the body of Christ with eagerness and expectancy; encounter Christ through singing, prayer, Scripture, preaching, and Holy Eucharist; and respond by allowing God’s Spirit to share our lives.

OUR SEVEN MARKS OF MISSION

“The King will reply, ‘I tell you whenever you did this for one of the least important of these followers of mine, you did it for me!’”

Matthew 25:40

“Make a joyful noise to the Lord, all the earth. Worship the Lord with gladness; come into his presence with singing.

Psalms 100:1-2

At Saint Philip Episcopal Church, we strive to create a worship experience that is authentic, creative, and comprehensible, where strangers and members of our community alike feel the life-changing presence of God in the presence of others.

Intentional Faith Development

From the first generation of Christians to the youngest generation of faithful members today, the followers of Jesus mature in faith by learning together in community.

At Saint Philip Episcopal Church, we will offer high quality learning experiences that help people understand Scripture, faith, and life in the supportive nurture of caring relationships.

Risk-Taking Mission and Service

The word mission turns church service outward. Mission reminds congregations that Christ's compassion, grace, mercy, and love extend to the entire world, that these fruits are cultivated not only within the walls of the church or among the people of the body of Christ who are regularly seen and already known.

At Saint Philip Episcopal Church, we will practice mission of spreading the faith by exemplifying the compassion, mercy, and justice of Christ in the world.

Extravagant Generosity

Generosity enlarges the soul, realigns priorities, connects people to the body of Christ, and strengthens congregations to fulfill Christ's ministries. Giving reflects the nature of God. Growing in the grace of giving is a response Christian disciplines offer to God's call to make a difference in the world.

At Saint Philip Episcopal Church, we will give joyously, generously, and consistently of our time, talent, and treasure in ways that enrich the souls of our community members and strengthen the ministries of the church.

Abundant Stewardship

God grants resources to our community for abundant use. The primary vehicle for our hospitality, worship, study, service, and generosity is our building, as well as the contents. Moreover, we are inheritors of financial gifts and pledges which allow us to continue our many ministries.

“Where two or three are gathered in my name, I am there among them.”

Matthew 18:20

“Do to others as you would have them do to you.”

Luke 6:31

“They... gave according to their means, and even beyond their means, begging us earnestly for the privilege of sharing in this ministry to the saints.”

2 Corinthians 8:2-4

“Moreover, it is required of stewards that they be found trustworthy.”

1 Corinthians 4:2

At Saint Philip Episcopal Church, we will do our utmost to protect our valuable resources as conscientious stewards.

Responsible Governance

The Episcopal Church is a democratic institution that elects representatives at the parish level to govern congregational and community affairs. The members of the Vestry are responsible for the whole of the community, providing direction and oversight.

At Saint Philip Episcopal Church, we will act responsibly in our duties to govern our community faithfully.

love God, love each other

CHANGE THE WORLD



“Give your servant therefore an understanding mind to govern your people, able to discern between good and evil; for those who govern this your great people?”

1 Kings 3:9

RADICAL HOSPITALITY

1. *Create a Hospitality Guild for the formation of ushers and service guides*
2. *Walk the neighborhood at least once per month*
3. *Develop fliers and/or brochures for distribution in the surrounding neighborhood*
4. *Work with Indiana University-Purdue University, Indianapolis (IUPUI) to identify students who affiliate with the Episcopal Church*
5. *Connect with former congregants and invite them to attend worship*
6. *Enhance communications*

PASSIONATE WORSHIP

1. *Consider alternative forms of worship, as well as days and times*
2. *Host one mid-week Holy Eucharist service once per month*
3. *Engage youth in worship services*

INTENTIONAL FAITH DEVELOPMENT

1. *Provide at least four quarterly spiritual opportunities for community members and guests to develop a deeper relationship with Christ through Scripture and book studies, as well as conversations on contemporary issues*
2. *Offer resources and guidance to allow families, groups, and individuals to create their own home-based prayer, study, and worship disciplines*
3. *Host a minimum of one spiritual retreat annually*
4. *Take a one or two-day trip to spiritual centers annually*

RISK-TAKING MISSION AND SERVICE

1. *Create broader participation in our community through outreach and mission ministries*
2. *Expand new and existing outreach ministries in the community through extended partnerships with other neighborhood faith and secular institutions*

3. *Develop a program for justice advocacy to change societal structures*

EXTRAVAGANT GENEROSITY

1. *Increase by twenty percent the number of households that pledge annually*
2. *Create ministry teams based on individual gift assessments and areas of interest*
3. *Establish an endowment*

ABUNDANT STEWARDSHIP

1. *Improve planning and maintenance of our buildings and grounds*

RESPONSIBLE GOVERNANCE

1. *Study what similar Episcopal congregations nationally and locally are doing to attract new members*
2. *Send a delegation to the College for Congregational Development*

“A church that does not provoke cries, a gospel that doesn’t unsettle, a word of God that doesn’t get under anyone’s skin, a word of God that doesn’t touch the real sin of the society in which it is being proclaimed – what gospel is that?”

Oscar Romero
Martyred Archbishop of El Salvador

OUR PROCESS

At its meeting in December 2018, after prayerful consideration and discussion, the Wardens and Vestry found sufficient need for a strategic planning process. In their assessment, the Wardens and Vestry noted that such a course of action:

- *revitalizes our faith community and builds upon the enduring legacy and vision set forth by our church's founders and those servants of God who followed;*
- *strengthens our faith community in its efforts to make disciples of Jesus Christ and to continue in our radical hospitality, particularly to those forgotten by our society;*
- *offers our faith community an occasion to assess our strengths, weaknesses, opportunities, and threats;*
- *presents our faith community with a chance to evaluate what is working and what is not working in the areas of our worship, our spiritual formation, our service, and our governance; and,*
- *grants us unique opportunities to be a faith community of both today and tomorrow.*

The Wardens and Vestry proceeded to confer a charter (or bylaws) to the Strategic Planning Committee (SPC).

The SPC's mission was to listen, learn, pray, and plan strategically. Furthermore, the charter institutionalized the following objectives:

- *Discern God's will for the process through prayer and study;*
- *Conduct an initial needs assessment*
- *Gather data, if necessary, from our community (parishioners, friends, neighbors, and other sources;*
- *Discover the gifts and needs of our community (parishioners, friends, and neighbors)*
- *Collect the ideas, hopes, and dreams of our community (parishioners, friends, and neighbors)*
- *Observe our neighbors and our neighborhood*
- *Solicit feedback from our partners*
- *Develop a bold vision and mission through innovative thought and action by determining where the congregation should go into the future, what we should do in both the present and the future, and whom we should inspire to be as a community of faith*
- *Produce a report or a series of reports or a measurable strategic plan*

- *Our weekly community meals*
- *Our housing ministries*
- *Our ministries relative to size*
- *Our use of technology in Episcopal worship*
- *Our partnership with university (Indiana University-Purdue University, Indianapolis)*
- *Our unique perspective on racial understanding*
- *Our history – our focus on justice, our musical repertoire, our ministries, our inclusion of the other*

- *We are seekers of God; we seek purpose in the world*
- *We are caring*
- *We are concerned for the welfare of others; we make people feel comfortable*
- *We are ministry-driven*
- *We have an historical presence in our neighborhood*
- *We are dedicated*
- *We are fun-loving*
- *We are family*
- *We are witnesses of radical acceptance*
- *We are people of diverse (rich) talents and opinions*
- *We identify as Anglicans/Episcopalians in our worship, liturgy, order and polity, etc.)*
- *We are rooted in the ancient church*
- *We are rooted in tradition, reason, and scripture*

- *Witnesses for Christ*
- *To worship God*
- *To be called into a particular community – to assist and support others*
- *Spiritual refreshment and renewal*
- *Service to others*
- *Steady worship that quiet and contemplative*
- *Fellowship through our connection to God and to one another*

WHAT MAKES US UNIQUE?

WHO ARE WE?

WHAT IS OUR WHY?