

# All Souls' Episcopal Church

## Point Loma, CA

### Compass Plan ~ March 2016

#### Vision

*To be a vibrant and joy-filled congregation that serves as the community hub for Christ's transformative love.*

#### Mission

*We invite all to grow in faith with us as we embody and courageously share God's love in the world.*



#### Prologue

We are a people on a mission, called by God to participate in building His kingdom. We have been given the Great Commission, which encourages us to go out into the world to make disciples, to share the love of Christ, and to welcome travelers, strangers, and friends – fellow pilgrims on the journey – to take our place in the Body of Christ for the sake of God's creation.

Together, we have grown and discerned our desire and our call to be the church in the community, a church for the community. We are no longer interested in being a church for the select few who might know about the wonderful community that resides within those blue doors but rather a church which is willing to fling those doors open, inviting all to join us and, more importantly, going into the community to share God's love. Our long-range plan will give us direction and purpose as we live into our call.

The image of the Compass was our companion on this journey. Our intent was to remain prayerful and seek God's call for us rather than simply decide our own destination. Thus, the compass is illustrative of seeking God's guidance, looking for our "true north." Our Compass Plan clearly identifies the values, vision, and mission of our parish, articulates goals, and the strategic actions that will help us achieve our objectives. It is not intended to constrain our purpose in the world but rather to keep us sailing in the right direction. God is providing the direction, and our Compass Plan acts as the rudder to keep us on course.

Our plan maintains some of our traditional ministry areas but also expands into some uncharted waters. It clearly identifies an evangelism component. We feel called to become more present in our local community; we will share the incredible power of God's transformative love. Our plan emphasizes both outreach and social justice. There is a deep yearning to embrace advocacy in addition to our traditional outreach activities. Advocacy is our call to be the voice of those who have no voice, to take a stand against the world's injustices, and to support the truth that all people are beloved children of God. There are significant objectives to care for our people, community, and resources, while continuing to offer glorious, life-giving worship experiences.

Living out this plan will require each one of us to participate. It will require our best efforts. It will result in a transformation of our campus and buildings. It will include expanding and adding ministries. It will require us to take some risks, to leave our comfort zone, as we purposefully engage in the mission to which God has called us, the people and parish of All Souls' Episcopal Church.

#### Our Values

##### **Love**

We are in loving relationship with God, each other, and our community, embracing all individuals and families wherever they are in their journeys.

##### **Christ-Centered**

We are guided by the Holy Spirit and the example of Jesus Christ in our prayer, worship, discipleship, and service to others, as we share the Good News.

##### **Respect**

We honor the dignity of every person, valuing our differences, as we grow in Christ and learn from each other.

##### **Stewardship**

We recognize that all we have comes from God, and with gratitude we generously share these abundant gifts, caring for all of God's creation.

##### **Creativity**

We celebrate God's gifts of liturgy, music, and art as a window to experiencing the Divine.

*In all this, may we work together for God's glory. May we offer our God-given gifts and talents for the sake of God's kingdom, and may God bless us with the strength and courage to live out God's plan for us.*

The Reverend Joseph J. Dirbas, Rector

## Goals & Objectives

## All Souls' Episcopal Church – Compass Plan

Worship and Music	Outreach and Social Justice	Evangelism and Community Presence	Care and Nurture of Our Community	Value and Care for God's Gifts
<b>Goal:</b> To create an environment that enables everyone to experience the gift of God's love	<b>Goal:</b> To love and serve those in need, and proclaiming our shared humanity, to advocate for the right of equitable treatment	<b>Goal:</b> To share by word and action the Good News of Jesus Christ with compassion, understanding, and love, and to invite involvement in the life, ministries, and programs at All Souls' Episcopal Church	<b>Goal:</b> To attend to the spiritual, intellectual, and emotional needs of children, youth, and adults	<b>Goal:</b> To value, care for, and strengthen our human, physical, financial, and cultural resources in gratitude for God's abundance
<p><i>Objective 1:</i> To develop a 4-year talent management plan (lay, clergy, volunteer) by December 2016 that meets the changing needs of the congregation and community and implement that plan by Dec. 2020.</p> <p><i>Objective 2:</i> Increase the number of individuals participating in lay worship ministries by 50% of current level by Dec. 2020. (Note: Choir is not included in the lay worship ministries for this objective.)</p> <p><i>Objective 3:</i> By Dec. 2020, increase the number of youth and adults participating in music programs at All Souls' Episcopal Church by 100% as compared to Dec. 2015 levels.</p>	<p><i>Objective 1:</i> By Dec. 2020 we will double the participation in homeless ministries at the Episcopal Church Center (ECC), OB.</p> <p><i>Objective 2:</i> Increase our financial support of outreach/social justice programs to 10% &amp; our Common Life Share to 15% of operating revenue by Dec. 2020</p> <p><i>Objective 3:</i> Increase our personal involvement in outreach programs by 100% as compared to the number of people involved in outreach efforts in Dec. 2015.</p> <p><i>Objective 4:</i> Develop a Social Justice &amp; Human Rights program that addresses at least 3 areas of advocacy per year.</p>	<p><i>Objective 1:</i> Offer at least 3 opportunities per year for engagement or education with the local community by 2020.</p> <p><i>Objective 2:</i> Increase All Souls' Episcopal Church level of engagement with those in the community by 15% each year.</p> <p><i>Objective 3:</i> Increase the number of communication channels/ event announcements to the community and parish by 15% per year.</p>	<p><i>Objective 1:</i> By Sept. 30, 2020, double our enrollment in Sunday School (Godly Play through Middle School) as compared to our enrollment in Sept. 30, 2015 (years 3 through 13).</p> <p><i>Objective 2:</i> To increase contact hours by 50% with high school students in three years.</p> <p><i>Objective 3:</i> By Sept. 2018 offer adult parishioners a different spiritual growth opportunity on a quarterly basis.</p> <p><i>Objective 4:</i> By December 2018 we will expand our pastoral care ministries available by 50% based on current ministries.</p>	<p><i>Objective 1:</i> Increase total income from all sources to All Souls' Episcopal Church by at least 30% from Dec. 2015 to Dec. 2020 (for instance, operating income from \$550k to \$715k).</p> <p><i>Objective 2:</i> Increase the number of lay people involved in the life and leadership of the parish (outside the context of worship) by 50 by Dec. 2020, of which 30 have not been previously involved.</p> <p><i>Objective 3:</i> Continue the transformation of our facilities by creating an environment that supports the needs of the parish and the community and complete the facilities development plan by Dec. 2020.</p>