

Grace & Holy Trinity Episcopal Church

Strategic Plan 2015



Grace and Holy Trinity Strategic Plan

Background

For generations, GHTC has drawn parishioners from across the Greater Richmond area to its downtown location. The congregation creates a vibrant and welcoming community that is known for its commitment to outreach ministries, a variety of worship options, and an affinity for connecting over shared meals.

Building on its strong foundation, during 2015 Grace and Holy Trinity Church conducted a strategic planning process to address the question:

“What is God calling us to do?”

More than half of the congregation engaged in one or more discussions about the direction and priorities for GHTC in coming years. This document presents Grace and Holy Trinity Church’s strategic plan.

Overview of a Strategic Plan

A strategic plan provides the focus and framework for the Church to carry out its work. The GHTC plan has two sections:

- The high-level strategic plan should last roughly five years, perhaps more.
- The implementation section should be refreshed annually.

The strategic plan includes:

The Mission: Who are we and what do we do?

The Vision: What will we achieve if we are successful in our mission?

Core Values: What are the values that guide our behaviors?

Strategy: How will we accomplish our mission?

Focus Areas: What are our primary goals?

The implementation section addresses:

- How will we reach each goal?
- What actions will we take in the next year?
- When will we take the steps?
- Who is responsible?
- What do we hope to see as outcomes?

Our mission is to be an inclusive, spirited and Christ-centered urban church community that transforms lives.

Our vision is that every member will joyfully celebrate God's love and share the transforming power of that love in the church in the city and in the world.

Our strategy is to embrace what God has placed around us and strive to improve the life of each person we encounter through:

Joining in The
Spiritual Journey

Engaging Young
People

Breaking the
Cycle of Poverty

Core Values



- **Seeking:** We are each on a personal journey, seeking in community to understand God and what God is calling us to do.
- **Serving:** We serve God – both within and outside of Grace and Holy Trinity Church.
- **Caring:** We care about our neighbors and each other.

Interwoven Themes



- **Intergenerational Relationships**
- **Inclusivity**
- **Transformation**

GHTC's Strategic Plan

Grace and Holy Trinity Church celebrates our central, urban location and the diversity of our parishioners. We are making a difference in the daily lives of each other and of individuals who live around us. Our outreach ministries take place within our walls, in our neighborhood, and outside of the city and country.

After prayer and thoughtful discussions, we believe that God is calling us to do more to transform lives. By doing more, we will have a deeper understanding of God's love, and we will share that love with our neighbors, especially those individuals who are experiencing poverty.

Mission and Vision

Our mission is to be an inclusive, spirited, and Christ-centered urban church community that transforms lives.

Our vision is that every member will joyfully celebrate God's love and share the transforming power of that love in the church, in the city, and in the world.

Core Values

Our behaviors will be guided by our core values of ***seeking, serving and caring.***

- We are each on a personal journey, ***seeking*** in community to understand God and what God is calling us to do.
- We ***serve*** God – both within and outside of Grace and Holy Trinity Church.
- We ***care*** about our neighbors and each other.



Interwoven Themes

During many strategic planning conversations several important themes emerged that are woven throughout the details of the plan.

- We have a desire to form ***intergenerational relationships***. Many already exist, but we will be intentional about creating opportunities for more connections between generations.
- We will be thoughtful about creating a ***culture of inclusivity***. GHTC offers many opportunities to be involved in the life of the church. We will look for ways to ensure that each person who chooses to can find a meaningful way to engage in activities.
- Our work will be ***transformational*** – within the GHTC community and outside of our walls. By supporting each other and forming deep, longstanding relationships with those in poverty, we will transform our own lives as well as theirs.

Strategy

We will embrace what God has placed around us and strive to improve the life of each person we encounter by focusing on three important areas:

- **The Spiritual Journey**
- **Children, Teens, and 20s and 30s**
- **Breaking the Cycle of Poverty.**

The Spiritual Journey

We are each on a spiritual journey seeking to grow in faith as disciples of Christ. We do this through worship services, pastoral care, education, fellowship, and stewardship. We will strive to deepen our relationship with God and with each other so that we are able to give and receive support throughout our lives. We will pay particular attention to our senior parishioners who have so much to offer but who may find that staying connected has become more challenging.

The Goal:

We joyfully celebrate the Gospel through community, worship, and pastoral care. We endeavor to know and support each other and our neighbors at every stage of life to build a community of faith for people of all ages.



Children, Teens, 20s and 30s

Growing churches help younger generations begin their spiritual journey by developing a foundation of faith. Our efforts to form that foundation will be through creating opportunities for education, worship, service and connection to each other and to Christ.

The Goal:

Our children, teens and 20s and 30s are engaged and applying faith to their day-to-day lives. Specifically:

- Our children's programs provide a foundation of faith for a lifetime.
- Our teenagers graduate from high school with their faith integrated into their lives.
- We provide a safe and welcoming place for college students to be connected to Christ and this church community.
- Our young adults have meaningful ways to become engaged in the church.

Breaking the Cycle of Poverty

Twenty-five percent of people in Richmond live below the poverty level. Poverty surrounds us, and as disciples of Christ, we cannot turn our backs on those in need. We will become the vanguard for breaking the cycle of poverty. For people who want to move out of poverty, we will walk with them

through that journey. In doing so, we will transform their lives and our own.

The Goal:

Our goal is not simply to alleviate the results of poverty; we will help people move out of poverty. Our parishioners will work hand-in-hand with our brothers and sisters who live in poverty.



