



GOOD SHEPHERD

EPISCOPAL CHURCH & SCHOOL

TEQUESTA, FLORIDA

We have a place for you!

STRATEGIC PLAN IMPLEMENTATION — PHASE I



OUR MISSION

We exist to be a beacon of faith, hope, and love!

OUR VISION

*We are called to be a vibrant spiritual
and educational community resource,
radiating God's love for everyone, everywhere!*

Shepherding A New Vision...

We are now officially entering into the implementation phase of our strategic plan. After a year of research and planning, we are now ready to begin implementing the various projects and initiatives that will enable us to continue to grow and develop into the future.

1

This next phase of the process will be facilitated by a team appropriately referred to as the Implementation Oversight Team (IOT). The members of this team include the Rector, the Head of School, the Senior Warden, and the School Board Chair.

2

In addition, we have three leaders who will be tasked with overseeing the specific goals we have established for the church and school. These leaders are called Goal Champions and will be working with our various ministry leaders and volunteers to ensure that the projects and initiatives are running smoothly. The Goal Champions are as follows:

3

Patti Hamilton

Goal One / Church

Susie Cooper

Goal Two / School

Catherine Oenbrink

Goal Three / Church & School

This document is an outline of a presentation by the IOT describing the next phase of our plan. In it, you will find the following:

- Review of our new Vision, Mission, and Goals
- Explanation of the Implementation Process
- Presentation of Strategic Priorities for 2018/2019
- Presentation of Projects and Initiatives
 - Timetables: When will these initiatives be completed?
 - Leadership: Who will be in charge of these initiatives?
 - Communication: How can I learn more?
 - Opportunities: How can I get involved?

GOAL ONE

By 2023, Good Shepherd Episcopal Church is a visible and valued intergenerational community that meets people wherever they are on their faith journeys.

STRATEGIC PRIORITY ONE

Invest in the development of facilities and/or staff to advance mission and vision.

Initiatives

Pursue develop and fund campus expansion and campus master plan

Leader Steve Oenbrink

Timeline August 2018 – May 2019

Conduct comprehensive facility needs survey

Leader TBD

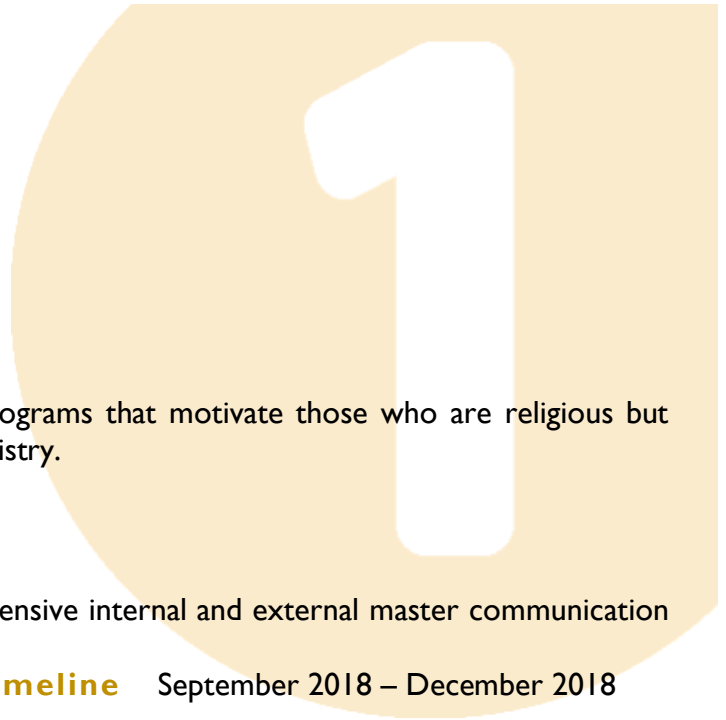
Timeline September 2018 – November 2018

Initiate planning stage of a capital campaign to fund future development

Leader TBD

Timeline January 2019 – November 2019





STRATEGIC PRIORITY TWO

Strengthen current and create new programs that motivate those who are religious but not engaged to participate in active ministry.

Initiatives

Develop and Implement a comprehensive internal and external master communication plan for Church and school

Leader Patti Hamilton

Timeline September 2018 – December 2018

Assess the need among congregants to determine programs that can be enhanced or created to fulfill unmet needs

Leader Merike Seely

Timeline September 2018 – January 2019

Survey ministry leaders for opportunities to enhance or expand their work to include the not engaged member/visitor

Leader Letty Anderson

Timeline September 2018 – ongoing

Develop programming to raise Good Shepherd's visibility and witness opportunities in the community

Leader Karen Rupa

Timeline October 2018 – ongoing





STRATEGIC PRIORITY THREE

Expand the diversity and relevancy of programming that promotes the spiritual growth and engagement of all parishioners.

Initiatives

Establish a small group for parents of youth group-aged children to meet during Wednesday evening Youth Group

Leader *Ian Anderson* **Timeline** September 2018 – May 2019

Convene a task force to assess and recommend ways to optimize and diversify the music program

Leader *Debbie White* **Timeline** November 2018 – May 2019

Enhance our system of tracking and responding to Pastoral Care needs

Leader *Jeanne Couillard* **Timeline** September 2018 – March 2019

Develop and implement a regular activity/social program for seniors

Leader *Meredith Smith* **Timeline** January 2018 – May 2019

Offer a series of retreats for Women, Men, Youth and Intergenerational Groups

Leader *TBD* **Timeline** January 2019 – ongoing

Increase accessibility to the Bible study and prayer groups through technology and timing

Leader *Gwen Gouery* **Timeline** October 2018 – ongoing

GOAL TWO

By 2023, Good Shepherd Episcopal School is a thriving and joyful learning community, visible and valued for guiding and challenging students to build lives of genuine meaning, purpose and service in the world.

STRATEGIC PRIORITY ONE

Develop short and long-term financial plans that will ensure a trajectory of positive growth.

Initiatives

Promote and advance the school's reputation among all constituent groups through more effective communication about mission, purpose & achievements

Leader *Margie Sawyer* **Timeline** September 2018 – February 2019

Create a thriving Alumni Relations Plan to promote community relations, event attendance and donor contributions

Leader *Heather Vaughn* **Timeline** September 2018 – February 2019

Identify opportunities and actions that provide short-term financial benefits to support long-term financial sustainability

Leader *Donna Blythe* **Timeline** October 2018 – March 2019
Dr. Rosemary Marshall

Explore initiatives and events that yield a high return on investment

Leader *Heather Vaughn* **Timeline** November 2018 – January 2019
Dr. Rosemary Marshall

Promote the importance of participating in school fundraisers, annual fund campaigns and capital campaigns

Leader *Heather Vaughn* **Timeline** February 2019 – October 2019
Dr. Rosemary Marshall



STRATEGIC PRIORITY TWO

Build awareness and appreciation of the value of Good Shepherd Episcopal School among parents, alumni, the church congregation and the wider community.

Initiatives

- Grow and enhance the school's Early Learning and Pre-Kindergarten programs
Leader Heather Vaughn **Timeline** January 2019 – ongoing
- Assess current capacity of the school's Early Learning Program and explore alternative uses of current space
Leader Dr. Rosemary Marshall **Timeline** September 2018 – June 2019
- Increase the frequency and scope of educational workshops and information to increase parent awareness of the school's curriculum, educational philosophy, parenting strategies, and best practices
Leader Heather Vaughn **Timeline** October 2018 – ongoing
- Implement additional strategies to communicate with the church and wider community
Leader Heather Vaughn **Timeline** November 2018 – November 2019



GOAL THREE

By 2023, Good Shepherd Episcopal Church and School is a unified and growing community with a visible and valued presence of people, programs, and facilities.

STRATEGIC PRIORITY ONE

Create a master plan for facilities and grounds that works toward a unified presence.

Initiatives

- Pursue develop and fund campus expansion and campus master plan
Leader Steve Oenbrink **Timeline** August 2018 – May 2019
- Conduct comprehensive facility needs survey
Leader TBD **Timeline** September 2018 – November 2018
- Initiate planning stage of a capital campaign to fund future development
Leader TBD **Timeline** January 2019 – November 2019





STRATEGIC PRIORITY TWO

Collaborate to provide physical space and programs that are responsive to the needs of both church and school, as well as local communities.

Initiatives

- Evaluate and implement safety measures with respect to unified campus
Leader Dan Gilbert **Timeline** September 2018 – ongoing
- Create a task force to research and recommend feasibility of adding a middle school
Leader Dr. Rosemary Marshall **Timeline** November 2018 – May 2019





STRATEGIC PRIORITY THREE

Engage church and school.

Initiatives

- Explore, develop and implement an annual calendar of mutually beneficial shared social and fundraising and outreach events, joining church and school
Leader Heather Vaughn
Merike Seely
Timeline September 2018 — ongoing
- Identify and offer a series of parenting seminars
Leader Michelle Berg
Timeline January 2019 – May 2019
- Provide opportunities for parishioners to serve as school volunteers
Leader Heather Mitchell
Timeline March 2019 – April 2019
- Develop a talent bank of people's gifts and interests in advancing church and school plan
Leader Heather Vaughn
Merike Seely
Timeline August 2018 – ongoing
- Research and recommend a plan to create a mentoring program between church senior youth and intermediate grades at GSES
Leader Margie Sawyer
Ian Anderson
Timeline October 2018-May 2019
- Collaborate between church youth group and GSES students for mission and outreach projects
Leader Marilyn Lawrence
Timeline November 2018 — May 2019



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