

St. Boniface Strategic Plan – 2025 Update (v1.5)

Pillar 1: Servant Ministry

"Now there are varieties of gifts, but the same spirit. To each is given the manifestation of the Spirit for the common good." -- 1 Cor 2:4, 7 (NRSVA)

Vision: Every member sees service as a core expression of our faith.

Signature Initiatives:

- **Festival of Service** – Annual celebration alternating focus between internal ministries and community partners.
- **Boniface Leadership Programming** – Training and supporting parishioners to lead ministries with skill and compassion.

2026 Signature Goals

- Calculate baseline member engagement in ministries.
- Develop a plan for effective ministry leadership.

Goals & Actions:

1. **Inspire Service**
 - Clergy weave service into sermons.
 - Ministry “moments” during worship highlight impact stories.
2. **Equip for Service**
 - Offer quarterly “Serve & Learn” events (can align with Wednesday Potluck + Prayer).
 - Share service opportunities in bulletins, newsletters, website, and social media.
3. **Celebrate & Connect**
 - Hold the Festival of Service annually.
 - Maintain a visible parish presence at community events.
 - Include public recognition of ministries and leaders
 - Ensure info on our ministries is conveniently available in both digital and print versions for members and newcomers alike.
4. **Develop Leaders**
 - Launch a leadership program to grow and mentor ministry heads.
 - Create leadership succession plans and ministry process documentation.
 - Support leaders: joint calendaring, retreats, and professional development.

5. Stay Flexible & Bold

- Review ministries annually holistically, while discerning opportunities for new ministries.
- Experiment with new formats for worship, learning, and outreach.
- Communicate these opportunities across the parish in a variety of ways.

6. Create Additional Opportunities to Form Meaningful Relationships

- Offer varied small group options—book clubs, Bible studies, food & fellowship, outdoor activities—open to all ages, seasonal and year-round members.
 - Offer and publicize seasonal and ongoing classes, retreats, and workshops.
 - Boost participation through creative scheduling and cross-generational events.
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Pillar 2: Welcome & Inclusion

"Let mutual love continue. Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it." --Hebrews 13: 1-2

Vision: Everyone who comes to St. Boniface feels known, valued, and connected from their first visit — with an encompassing spirit of welcome that embraces the stranger and cares deeply for one another.

Signature Initiatives:

- **Stories Project** – Sharing our faith and welcome stories through video, photos, and print.
- **Care & Compassion Teams** - Train laity to offer presence, prayer, and support to those in times of need, alongside clergy.

2026 Signature Goals

- Calculate baseline social media reach and establish visitor follow-up time to under 48 hours.
- Develop a plan of action when a parishioner has a need for pastoral care.
- Develop a plan for deepening a newcomer's engagement in parish life.

Goals & Actions:

1. Gather & Share Stories

- Collect and share hospitality and success stories from members, ministries, and the community.

2. Assess & Continuously Improve Hospitality

- Invite outside observers to assess strengths and opportunities in our welcome.
- Engage the Vestry to personally connect with visitors and new attendees.

3. Target & Reach

- Identify key groups to welcome—including seasonal residents, seekers, families, and youth.
 - Hold regularly scheduled events focused on newcomers to introduce the parish and the ministries of the church.
 - Partner with local foundations to connect with community needs.
- 4. Tell Our Story Widely**
- Create a Vestry Communications Subcommittee.
 - Audit and upgrade technology for worship and outreach.
 - Build and train a parish tech team to maintain the website and social media.
- 5. Learn & Apply Best Practices**
- Regularly review hospitality models and adopt what works.
- 6. Build Care & Compassion Teams**
- Train laity in pastoral care skills — listening, presence, and spiritual support.
 - Launch a lay-led pastoral care team to visit, call, and walk alongside parishioners in need.
- 7. Provide Support Through Prayer & Healing**
- Providing listing of all healing ministries (healing prayer at services, wellness resources, grief support, caregiver groups) - and ensure they are communicated widely.
 - Define roles, training, and expectations to intentionally incorporate laity to serve under clergy guidance in Ministries of Care and Compassion.
 - Provide regular opportunities for renewal and prayer (retreat days, contemplative practices).

Pillar 3: Service to Those on the Margins

"Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me." -- Matthew 25:40 (NRSVA)

Vision: We stand with and serve those most in need, locally and beyond.

Signature Initiatives:

- **Integrated Healing Ministries** – Coordinated ministries for those in crisis or recovery.
- **Discernment on Next Steps** – Conduct a survey and develop an action plan.

2026 Signature Goals

- Research and plan at least 1 outreach program for youth/families.

Goals & Actions:

1. **Educate & Engage**

- Host programs on inclusion and justice for LGBTQIA+, youth, and other marginalized communities.
 - Invite diverse speakers, including youth voices.
- 2. Discern Next Steps for Outreach**
- Conduct a parish-wide survey to identify passions, past impact, and interest in new initiatives.
 - Develop an action plan: partner identification, education, and direct service.
 - Be ready and responsive to the needs of the community.
- 3. Integrate Healing Ministries**
- Expand prayer, wellness, and support ministries for those in crisis or recovery, inside and outside the parish.