We create the future by the choices we make now and especially by those we avoid making.

Atul Dighe, Futurist
Now Is the Perfect Time

Planning is bringing the future into the present, so that you can do something about it now.
Strategic Planning Committee

- Dennis Bolin
- Jerry Calumn
- Sheila Coughlin
- Roscoe Compton
- Leslie Frye
- John Perez
- Rita Rolf
- Felicia Sanders
- Bob Shimmin
- Gabby Venagas
- Anita Haddy – Staff Liaison
- Barb Nunn – Board Liaison
- Bob Shea – Consultant
Strategic Planning Doesn’t Have To Be Intimidating; For Organizations It Does Require Structure

If you don’t know where you are going any path will get you there – Sioux proverb
Best-Practice Strategic Planning

- Driven By Vision and Mission
- Participative
- Collaborative and Inclusive
- Assists leadership in managing change and enhancing the culture to increase mission effectiveness and provide for a dynamic future
Building on What Brought Us To This Time

2011
Congregation Input
Planning Retreat
Draft Goals

2012-2013
Staff Modified Goals and Created Objectives

2015
Committee Formed
Revision of Goals
Board Approval

2016 Action Plans
What Makes a Strategic Plan

• Vision: Where we want to be; what we want to become; what we want to create.
What Makes a Strategic Plan

• Vision: Where we want to be; what we want to become; what we want to create.

• Mission: What we do; what we are all about
Vision and Mission Guide Us

Where We Are

Mission: What We Do

Our Path

Vision: Where We Want To Be

Mission: What We Do
Where We Want To Be and What We Do

VISION
The Vision of the Cathedral of Hope is to be a community of hope proclaiming God’s inclusive love, removing barriers to faith, and empowering all people to grow in grace toward wholeness.

MISSION
The Mission of the Cathedral of Hope is to reclaim Christianity as a faith of extravagant grace, radical inclusion and relentless compassion.
What Makes a Strategic Plan

• Vision: Where want to be; what we want to become; what we want to create.

• Mission: What we do; what we are all about

• Goals: An aspiration that describes where we are going
What Path Will Get Us There

Where We Are

Mission: What We Do

Goals

Mission: What We Do

Vision: Where We Want To Be
GOALS

• Spiritual Life
  – Worship
  – Spiritual Formation
• Ministries & Congregational Life
  – Outreach & Mission
  – Children & Families with Children
  – Youth
  – Young Adult
  – Older Adult
  – Social Ministries
  – Lay Ministry Leadership Development
  – Professional Ministry Leadership Development
• Advancement & Communication
  – Advancement
  – Communications
• Staff, Financial & Operations Management
  – Human Resources
  – Finance
  – Facilities
  – Technology
  – Interfaith Peace Chapel
• Governance
What Makes a Strategic Plan

- **Vision**: What we want to become; what we want to create.
- **Mission**: What we do – what we are all about
- **Goals**: An aspiration that describes where we are going
- **Action Plans**: The specific steps and what it will take to accomplish them
What Specific Steps Will Accomplish Our Goals

Where We Are

Mission: What We Do

Goals & Action

Where We Want To Be

Mission: What We Do

Vision:
Action Plans

• Champion and Team Members
• Objectives
• Tasks
• Resources – People and Nonfinancial
• Budget
• Timeline
• Metrics
Working Together
For Our Future

Vision & Mission

Goals

Action Plans

Congregation

Board

Leadership and Staff
Working Together
For Our Future – A New Normal

• Create our future limited only by our imagination
• Foster collaboration and cooperation
• Hold each other accountable
• Support each other – each has a role
• Celebrate innovation
• Hold high expectations
• Applaud movement from “excellent” to “extraordinary”