RENEWED HEARTS, RENEWED SPIRITS, RENEWED PEOPLE

ANGLICAN PARISH OF
ST MARGARET OF SCOTLAND
RENEWED HEARTS, RENEWED SPIRITS, RENEWED PEOPLE

Vision

St Margaret's is an historic Anglican Church that has served our island community for over 100 years. We welcome people of all backgrounds wherever they may be on their faith journey .

Community/ Parish	S1. Both as individuals and a church, we reach out to engage our island community to help those in need Adrienne	S2. We provide new opportunities for worship and growth in understanding the message of the gospel Dawn, Garth	S3. We provide safe and useful space to support a variety of community programs Philip, Jim
Finance	F1. We establish a fund for the Pastoral Care Team to provide support when needed Wendy	F2. We demonstrate that we are financially prudent based on sound planning Fruzsina	F3. Community users of church space are encouraged to contribute to offset costs. Jim, Phillip
Process improvement	P1.. We engage additional volunteers to support the ongoing pastoral care needs of the parish. Wendy	P2. An effective outreach ministry brings increased numbers through our doors Dawn, Garth	P3. An effective property management committee guides maintenance and enhancement of buildings and property. Garth, Brian, Joan S
Learning and Growth	L1.The parish develops a renewed outreach ministry . Adrienne, Dawn, Loren	L2. We engage additional volunteers to offer reflections on scripture Dawn, Adrienne	L3. We develop a plan for enhancement of our worship and meeting space. Garth, Lyndsay, Jim

2025 Priorities

Obj #	Initiative	Measure	2025 Target	Sponsor
S1.	Regular pastoral care visits become routine	Number of visits/month	25% increase from 2024	Pastoral Care team
S2.	Seasonal north hall services initiated	Number of services	2 or 3 services in 2025	Lyndsay Fukushima
S3.1	Increase use of church space by appropriate groups	Number of hrs/week	20% increase including Chatterbox	Outreach ministry
S3.2	Develop program for young families	Drop-ins for mums & kids play	Starting in Sep	Outreach ministry
F1.	$1,000 fund in budget for Pastoral Care team.	Issues/month	Determine need	Pastoral Care team
F2.	Modest surplus budget	$ value	2%	Treasurer
F3.	Cemetery established as a self-financing community service	Community oversight and balanced budget	Complete by Sep 1, 2025	Brian Russell
L1.	Renewed plan for outreach ministry developed	Plan complete	1 Sep 2025	Parish Council
L2	Identify more who can deliver reflections on scripture	Approval by Bishop	1 Apr 2025	Parish Council
L3.	Enhancement plan for building and grounds	Approval by Council	1 Sep 2025	Building Committee

More than 1 initiative per objective may be considered. For example - S3.1 and S3.2 are linked to Objective S3 on the first page. All initiatives are monitored and plans to Parish Council for approval.

The Balanced Scorecard Strategy

- The balanced scorecard is a simple diagram that illustrates our overall strategy using long term (5 yr) objectives that work together to support our vision.
- The objectives in the strategic plan are grouped in 4 perspectives;
  - The Community or parish perspective examines our vision from the perspective of those we serve.
  - The Financial perspective shows those financial objective necessary to support the vision
  - The Process improvement perspective shows those processes we need to improve in order to achieve our vision
  - The learning and growth perspective shows those new areas that may need to be developed .

Objectives

- Objectives are the things we need to accomplish over the long term to achieve our overall vision.
- Each objective must have:
  - A sponsor
  - A series of shorter term initiatives that support our longer term objective
  - Clear measures for each initiative that will allow us to determine our progress
  - Clear targets for each measure that help us define success

Sponsor Duties

- **Setting Objectives:** Sponsors work with parish council to define and refine the objectives within their area of responsibility.
- **Developing Initiatives:** With parish council, they develop and implement initiatives to achieve the objectives, working collaboratively with other teams.
- **Monitoring Progress:** They regularly track performance against the defined measures and targets.
- **Taking Corrective Action:** Sponsors work with their teams and parish council to analyze deviations from targets and address issues and stay on track.
- **Reporting and Communication:** Sponsors communicate progress and challenges to parish council.
- **Accountability:** Sponsors are accountable to parish council for the outcomes of the objectives and for the performance of their team or area.