

**ST PETER'S CHURCH, BOSTON  
DRAFT STRATEGIC PLAN**

**VISION**

The vision of St Peter's Church as a parish is to be a Ugandan oriented Anglican Church in Boston which, ministers to the local and international Community - the vision statement is:

***A VIBRANT UGANDAN-ORIENTED ANGLICAN CHURCH IN BOSTON***

**MISSION**

The mission of St Peter's Church is to proclaim the gospel of Jesus Christ in a self-sustaining manner, primarily to the local Community, and generally to others in Boston in a way that strengthens its ties with the host Diocese (Anglican Diocese in New England-ADNE) as well as with the Province of the Church of Uganda as will be guided by the Holy Spirit - the mission statement:

***TO PROCLAIM A HOLISTIC GOSPEL OF JESUS CHRIST IN THE COMMUNITY OF BOSTON AND BEYOND***

**STRATEGIC OBJECTIVES**

**1. Develop and enhance church ministries thus:**

- a. In-riches:
  - Fathers' ministries
  - Mothers' ministries
  - Youth and children ministries
  - Bible study and prayer groups
- b. Out-reaches
  - Community evangelism

- Discipleship groups
  - Counseling
  - Support/linkage with the Ugandan Church
2. Move from renting to ownership with regard to the Church Sanctuary, Church offices, Rector's residence
  3. Enhance and strengthen the organizational structures of the Church
  - 4. Review processes and systems**
    - a. Worship, including supportive equipment
    - b. Office development, equipment, and facilities such as websites, IT connectivity, and social media arrangements
    - c. Income generation and fundraising
  - 5. Engagement and public relations with**
    - a. The local communities
    - b. The host Archdeaconry and Diocese
    - c. The Uganda Church
    - d. Other churches
    - e. The State
    - f. Belmont City Mayor

No,	Activities	outputs	Performance indicator	Responsibility centre	Timeframe
1.1.1	Identify possible groups such as: Fathers group, mothers' groups, children and youth groups, bible study/prayer/home cell groups to develop	Formation of groups	List and names of groups	Vestry	Ongoing
1.1.2	Mobilize potential members	Each group has members	List of members names per group	Heads of section	Ongoing
1.1.3	Select leaders	Groups have leaders	List of groups leaders' names	congregation	Done
1.1.4	Develop TORs for the Committees	The purpose of each Committees is determined	Approved TORs	Diocese and Rector	January-May 2021
1.1.5	Schedule activities for the groups	Groups know what to do, when, and where to meet	Actual schedules	Committees	January-March 2021
1.1.6	Launch groups	Groups operationalized	Record of the launch	Vestry	Done
1.1.7	Monitor performance	<ul style="list-style-type: none"> <li>• Successes and failures of groups are known</li> <li>• Improvement in group activities</li> </ul>	Monitoring reports or records	Rector and vestry	Ongoing
1.2.2	Establish evangelism teams and choirs	Formation of evangelism teams and choirs	List of names on evangelism teams and choirs	Rector and vestry	on going
1.2.3	Develop a discipleship curriculum	Disciple curriculum	Church-approved discipleship curriculum	Diocese and pastoral committee	January 2022

1.2.4	Develop or acquire discipleship materials	Discipleship materials available for use	Actual materials	pastoral committee	May 2021-2022
1.2.5	Schedule discipleship classes/meetings	Participants know where and when to meet	Actual schedules	pastoral committee	ongoing
1.2.6	Launch out-reach programs	Operationalization of discipleship classes	The record of the launch.	Out-reach committee	Ongoing
1.3.1	Use contemporary liturgies	Gaining the interests of the worshippers	Actual liturgies	Rector and lay ministers	Ongoing
1.3.2	Equip the Church with modern music equipment	Worshippers participation in church services enhanced	Actual music equipment	Finance committee	June 2021
1.3.3	Invite volunteers who want to play musical instruments in Church	Availability of people who will play musical instruments	Names of volunteers	Head of choir and Church organist	ongoing
1.3.4	Train volunteers to play church music instruments	Volunteers able to play musical instruments in Church	<ul style="list-style-type: none"> <li>List of participants in the training</li> <li>Training program</li> </ul>	Church Organist	Ongoing
1.3.5	Address members needs during the services primarily through prayers and intersessions	<ul style="list-style-type: none"> <li>Increased satisfaction of members in the Church</li> <li>A possible rise in church attendance</li> <li>Interaction of leaders and church members to enable leaders to identify members needs to be addressed</li> </ul>	<ul style="list-style-type: none"> <li>Testimonies of members</li> <li>Church services evaluation reports</li> </ul>	Rector and prayer team	Ongoing

1.3.6	Ensure sermons are biblically sound	<ul style="list-style-type: none"> <li>• Members bible knowledge increased</li> <li>• Congregations appreciation of the gospel</li> </ul>	<ul style="list-style-type: none"> <li>• Copies of speeches either in print or recorded</li> <li>• Church service evaluation reports</li> </ul>	Rector and lay ministers	Ongoing
1.3.7	Encourage church members to play active roles in services	<ul style="list-style-type: none"> <li>• Increased participation of church members in services</li> <li>• Enhance a sense of belonging among church members</li> </ul>	<ul style="list-style-type: none"> <li>• Church service evaluation reports</li> <li>• Members testimonies</li> </ul>	Rector and vestry	ongoing
1.3.9	Evaluate your services regularly and identify areas where improvement is needed	Successes and failures/gaps identified and addressed to improve the services	Actual evaluation reports	Vestry and pastoral committee	Ongoing
2.1.1	Set up a property search committee (PSC)	PSC in place	<ul style="list-style-type: none"> <li>• List of names of PSC members</li> <li>• Assignments letters</li> </ul>	Vestry and the financial committee	March 2021
2.1.2	Develop TORs for the PSC	TORs of PSC in place	Approved TORs	Diocese	March 2021
2.1.3	Carry out a preliminary property price survey to appraise the Church's decision making	Property price ranges	<ul style="list-style-type: none"> <li>• Report on the preliminary survey</li> </ul>	property search committee (PSC) and vestry	July 2021
2.1.4	Determine your property space needs	Space needs to be determined concerning the Sanctuary, Offices, and residential	<ul style="list-style-type: none"> <li>• Minutes of the meeting which determined the needs</li> <li>• Recommendation of the required space</li> </ul>	property search committee (PSC) and vestry	July 2021

2.1.5	Identify areas of preference where the property should be sought	Priority areas identified	<ul style="list-style-type: none"> <li>Field search reports</li> <li>Recommendation of priority areas</li> </ul>	property search committee (PSC) and vestry	July 2021
2.1.6	Determine the price range in which the search should be done	Recommended price range	Recommended price range	property search committee (PSC) and vestry	October 2021
2.1.7	Set up a resource mobilization committee (RMC)	Set up a resource mobilization committee or assign the PSC to undertake resource mobilization	<ul style="list-style-type: none"> <li>Names of members of the RMC</li> <li>Assignment letters</li> </ul>	Vestry	Ongoing
2.1.8	Develop TORs for the RMC	TORs for resource mobilization	Approved TORs for resource mobilization	Vestry	March 2021
2,1,9	Launch resource mobilization	Commencement of resource mobilization	Launch records	Vestry	July 2021
2.1.10	Pay for identified property	Acquisition of property	Sales agreements	Finance committee	October 2021
2.2.1	Set up a church legal Trust of the Church	A Trust set up	<ul style="list-style-type: none"> <li>Name of the Trust</li> <li>Documentation on the Trust</li> </ul>	Vestry	January 2022
2.2.2	Identify and appoint trustees	Trustees of the Church in place	<ul style="list-style-type: none"> <li>List of names of the trustees</li> <li>Assignment letters</li> </ul>	Vestry	January 2022
2.2.3	Transfer the properties acquired to the names of St Peter's Church, Boston	Properties registered in the names of St Peter's Church, Boston	Registered titles	Vestry	January 2022
3.1.1	Review the existing organizational structure	Organization structure reviewed	records of the review meeting	Diocese and vestry	March 2023
3.1.2	Develop a new organizational structure to incorporate changes	New organization structure developed	Actual organization structure	Diocese and vestry	March 2023

	arising from implementing this strategy				
3.1.3	Determine the staffing needs of the Church	Staffing needs to be established	The staffing needs to be established	Vestry	August 2023
3.1.4	Establish the cost of the emerging staff needs	Staffing costs established	The actual established costs	Finance committee	March 2023
3.2.1	Develop job descriptions and person specifications for all the jobs on the new structure	Job descriptions and person specifications in place	The actual Job descriptions	Vestry	August 2023
3.2.2	Determine a recruitment schedule	Recruitment schedule in place	The actual recruitment schedule	Vestry	October 2023
3.2.3	Advertise for required jobs	Church jobs out in the public domain	Job adverts	Vestry	October 2023
3.2.4	Carry out selection	Screening and interviews held	Shortlist and interview records	Vestry	October 2023
3.2.5	Appoint new staff as required	New staff take up jobs	<ul style="list-style-type: none"> <li>• Appointment letters</li> <li>• New staff reporting</li> </ul>	Vestry	October 2023
4.1.1	Set up a committee to write policies and review processes and systems	Policies Committee in place	Names of the Policies Committee	Diocese and vestry	Ongoing
4.1.2	Develop TORs for the committee	Policies committee TORs in place	Approved TORs	Diocese and vestry	Ongoing
4.1.3	Assign the committee to review and or write HR, Finance, IT, and general church administration policies, processes, and systems	Committee commences work	The assignment record	Vestry	January 2023
4.1.4	Present the new policies to the church board for approval	Completion of the work of writing policies and	Approved policies	Vestry	February 2023

		reviewing processes and systems completed			
4.2.1	Appoint an Administrator	Administrator in place	The person appointed	Vestry	March 2023
4.2.2	Develop an inventory of church property and set up an asset register	Church assets identified and ascertained	Church property inventory and assets register	Vestry	Ongoing
4.2.3	Develop servicing/maintenance schedules of the various properties	Machines regularly serviced and maintained regularly carried out	<ul style="list-style-type: none"> <li>• Service and maintenance reports</li> <li>• Payments for services rendered</li> </ul>	Vestry	Ongoing
5.1.1	Brand all assets of the Church	All church assets branded	Branding record	Financial committee	August 2022
5.1.2	church erects a clear well-branded signpost for the	A signpost outside and near the Church	The signpost	Financial committee	August 2023
5.1.3	Live out the core values	<ul style="list-style-type: none"> <li>• Core values are talked about regularly in meetings and even in services</li> <li>• The culture of the Church is strengthened</li> </ul>	<ul style="list-style-type: none"> <li>• Reference is made periodically to the core values</li> <li>• Reflected in monitoring and evaluation reports</li> </ul>	Vestry	January 2021
5.1.4	Update the Church's websites regularly	The public has accurate information about the Church	<ul style="list-style-type: none"> <li>• Updated websites</li> <li>• Frequency or number of times websites are updated</li> </ul>	Vestry	Ongoing
5.1.5	Carry out advocacy work for the vulnerable	<ul style="list-style-type: none"> <li>• Advocacy messages</li> <li>• The vulnerable have a voice</li> </ul>	<ul style="list-style-type: none"> <li>• Advocacy initiatives</li> <li>• Advocacy reports</li> </ul>	vestry	Ongoing



5.2.1	Identify the Church's key stakeholders	Key stakeholders of the Church are known	List of key stakeholders	Vestry	January 2021
5.2.2	Communicate to your stakeholders as required	Letters, messages, and other forms of correspondence	Correspondence messages	Secretary to the vestry	March 2021
5.2.3	Create a forum on which you can interact with your key stakeholders regularly	Forum of interaction	Forum established	Head of the laity	March 2021
5.2.4	Participate in community activities/programs	Contribution to community initiatives	Number of times	Head of men and head of women groups	Ongoing
5.2.5	Set up social media for the Church	Social media networks	<ul style="list-style-type: none"> <li>• Social media networks</li> <li>• Membership to social networks</li> </ul>	Secretary to the vestry	done

### Strengths

1. A vibrant congregation because of cultural background.
2. All-inclusive generation church
3. Diversity in professionalism
4. Location
5. Numerical growth
6. Uniqueness in the style of worship
7. Weekly prayers

**Weaknesses**

1. Failure to communicate the vision clearly
2. Lack of follow-up (Discipleship)
3. Failure to create a financial busy
4. Inward looking

**Opportunities**

1. Partnership with other ministries
2. Diversity in skills within the congregants

**Threats**

1. Lack of a home for the Church
2. People being on the move (limited time for training)