

St Thomas Anglican Church Belleville, Ontario

Strategic Plan March 1st, 2026, to February 28th, 2029

Mission:

We are, by the grace of God, a caring community, celebrating the Lordship of Jesus Christ, sent to share, through the power of the Holy Spirit, His love with others.

As a community in Christ, we are committed to the belief that all people are created equal before God.

In affirmation of the inclusive love of Christ Jesus, we welcome persons of any race, gender, sexual orientation, ability, or economic circumstance to full participation in our community life and ministry.

	Strategy	Enablers
1	Grow the Ministry – based on the Gospel as proclaimed by Jesus Christ.	Deliver church services and programs that are inviting to young families, youth, adults and parishioner retention. Use the Missional Imagination Conference materials as a springboard
2	Community Engagement and Public Awareness	Intentional external communication of the St Thomas Brand and what it represents and how it contributes to individual Spiritual Growth and community wellbeing.
3	Operational Efficiency and Facility Development	Maintain and update capital spending plans that support the church’s ministry. Capital Budget created and reviewed annually to identify short and long term needs to ensure the church structure and fixtures are adequately maintained. Use the 2026 Energy Audit as a springboard

A strategic plan is a living and growing document. To operationalize the above strategic plan and to ensure resources are focused in an appropriate manner small groups or volunteers will be developed to move the various programs and activities forward with an expectation the progress will be measured and reported.

The St Thomas Church Strategic Plan is a comprehensive approach to modern Christianity that emphasizes community involvement, transparency, and specific measures to ensure public needs are being met within the scope of the gospel of our Lord Jesus Christ and the mission statement of the church.

The following are some ideas, thoughts that might be considered to implement the strategies:

Strategy 1 - Grow the Ministry – based on the Gospel as proclaimed by Jesus Christ.

- Church services that offer variety, engages participants
- Engage participants in the harmony lounge program and offering occasional jam sessions where any parishioner can bring their musical instrument and contribute to the service
- Interactive and compelling programs focused on the gospel.
 - Pastoral Care
 - Power of Prayer
 - Meditation
 - How to build good relationships
 - Gospel discussion groups
 - stewardship,
 - personal financial management,
 - estate planning.
 - Navigating Loss

Strategy 2 - Community Awareness and Public Engagement

- Create a Media position to increase public presence, approaches to consider are as listed but not limiting if other opportunities arise.
 - Advertising on UCB radio, Community Press, Intelligencer, CJBQ radio
 - Update local public bulletin boards such as radio, newspapers and internet sites
 - Ensure steady news reports are published in local papers and on the internet that highlight church activities and resources.
 - Provide spiritual messages to media outlets for broadcast.
- Marketing
- Position the church as outward focused with less resources focused internally with the ultimate goal to position the church as a vital public meeting place and resource centre
- Create a program committee that creates and manages community programs that appeal to the public at large.

Strategy 3 – Operational Efficiency and Facility Development

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Yearly Operational Budgets an annual budget with a focus on efficiency and expenditures focussed on supporting the strategic plan.

The Warden Strategic Plan Implementation Process

Step 1:

The Wardens will establish a working team of at least five parishioners for each strategy. One Warden will be responsible for implementation of one strategy and setting up a team to discuss options and develop an implementation plan. The implementation plan must include the following:

- Options to address the strategy
- Prioritize the options
- Identify one measure of impact for each option
- Identify a timeline for measuring this options impact e.g. 12 months
- Identify budget cost implications if any

Step 2:

The Wardens collectively will facilitate a session with Father Brad and at least two members of each implementation team to review the various options. Feedback on each option will be documented.

Step 3:

The Wardens collectively with Father Brad and the team leader, after reviewing the feedback in step 2 will decide what the next steps are moving forward and what options will be pursued.

Step 4:

The strategy implementation plans will be presented to Parish Council at a special meeting at a date to be determined.

Step 5

Move forward with implementing at least one option for each strategy.

Teams

Strategy 1: Grow the Ministry – Warden Lead Bruce Swan

Team 1:

Review the Missional Conference video by Cannon Dr. Stephanie Spellers and other Anglican and Church of England outreach materials.

Based on your takeaway design a ministry plan for growth

Team 2:

Deliver church services and programs that are inviting to young families, youth, adults and parishioner retention.

Research options for Anglican worship that is consistent with Anglican Liturgy. Design options of worship that can be tested and tried. Options may be Morning Prayer, Eucharist, Even Song and how we worship now with 8 a.m. as said Eucharist, 10:30 Holy Eucharist with music. Or an option may include something unique and different based on what the team learns from research.

Strategy 2: Community Engagement and Public Awareness – Warden Lead Ev Hennessy

Team

Develop an intentional external communication of the St Thomas Brand and what it represents and how it contributes to individual Spiritual Growth and community wellbeing.

Strategy 3: Operational Efficiency and Facility Development – Warden Lead John Howes

Team 1:

Maintain and update capital spending plans that support the church's ministry.

Capital Budget created and reviewed annually to identify short and long term needs to ensure the church structure and fixtures are adequately maintained. Use the 2026 Energy Audit as a springboard

Team 2:

Tour and review every room and physical space on the property. Develop a visual presentation plan that presents the atmosphere the team would like St. Thomas' to represent.