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| A Church Planning Tool: A healthy, hybrid Church  |
| What is your vision? Where are you going as a hybrid church? What will your church look like in the future? What is the future you want to create for your parish and its community? VISION STATEMENT  |
| **Priorities**Consider these elements when establishing your key priorities to meet your vision: Talent, Treasure, Time, system and Communication Or People, Money, Time, System and Communication | **Goals**Using Goals converts your priorities or objectives into specific targets? Adopting a SMART format will ensure that your goals are specific, measurable, achievable, realistic and time limited. | **Actions** What are you going to do in the next 90, 60 or 30 days towards this goal?  | **Measuring and Managing Progress**What is the indicator of progress, or success? How will you know you are on the right path? How will it be measured (metric), How often and by Whom? Who needs to know, and who cares about your progress?  | **Accountability** Who is responsible, or accountable? What is most at risk if your planning fails?  |

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| VISION STATEMENT The Church of St Elsewhere will be a welcoming, inclusive, vibrant growing community which is missional focused.  |
| **Priorities****To establish a multi generational volunteer pool which can support technology in sustainable means.** | **Goals**By December 2023, expand our volunteer pool which supports our technology by 50% (or to increase from 4 to 8 people on our team) | **Actions** In 30 days, Work with the Diocese to establish a role description for a churchwide technology poolProvide information session within your parishOffer an educational event of orientation to technology for those curiousMarket and advertise, extend personal invitations. In 60 days, Gather a list of neighbourhood schools or colleges who may have interest in community hours or who can take on an annual commitment with the parishExplore different models of staffing: pairs, family-led so that the frequency of burden is lessIn 90 days,Begin orientationAcknowledge and introduce new pool to the parish Honour those who are fatigued or need to step back  | **Measuring and Managing Progress**Reported every six months to the Wardens: # new techs# techs returning each Fall (and year end)Total # techs supporting online technologySuccess: # attending orientation sessions# total numbersReported Satisfaction through simply survey methods twice a yearCelebration/installation of full team acknowledged at Vestry  | **Accountability** Who is responsible: the parish’s digital leaderWho is accountable: WardensWhat is most at risk if your planning fails: a reduction of online capacity and capability within current and new programs offered to the parish  |