STRATEGIC PLAN
2023 - 2025
TO LOVE AND TO SERVE
TRINITY CATHEDRAL
Episcopal Diocese of Northern California
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To Love And To Serve
OUR MISSION
To love and to serve

OUR VALUES
Trinity Cathedral is an Episcopal Community, growing in faith, following Jesus, and striving to live the values we see in his story.

DIVERSE
We welcome all. We gather together across age, gender, sexuality, race and need.

JUST
We believe our faith calls us to serve those outside of our community in our City and Diocese. We strive to make the world a more just place.

INQUISITIVE
We love music, art and creativity and are never quite done with exploring faith.

PRAYERFUL
We love both ancient traditions and fresh expressions. Baptism and Eucharist are at the heart of our life. It is in these acts, shaped by prayer, that we find our way to God.

UNAFRAID
We don't back down when the subject is tough. We ask difficult questions and find our way as we struggle with them.
OUR GOALS
In three years, we will have sought to:

1. Grow our community using “Invite Welcome Connect” as our guide.

2. Become a resource for the Diocese, and a spiritual leader in Sacramento.

3. Deepen our family ministry program and provide formation for all ages.

4. Become a Center of Liturgical Excellence.

5. Develop a master plan for our buildings and have a funding plan in place.

To serve these goals we will:

- Continue to develop our Cathedral administration, in support of our mission.
- Move from an austerity budget to an abundance mentality about funding our mission and seek a diversified income plan that meets the needs of our community.
GOAL 1

Grow our Cathedral using "Invite Welcome Connect" as our guide

"Invite Welcome Connect is a ministry of transformation that equips and empowers congregations and individuals to cultivate intentional practices of evangelism, hospitality, and connectedness rooted in the gospel directive to 'Go and make disciples of all nations' (Matthew 28:19)."

OBJECTIVES

• Develop and conduct “Invite Welcome Connect” orientation and training programs for parishioners and ministry teams.

• Identify a clergy member to establish pathways for newcomers to transition into active lay ministry.

• Invite ministry teams to explore how they can develop events that attract attendees from outside of the parish.

• Develop a methodology to measure increased participation – explore how the parochial report can assist.

INDICATORS

• Parishioners will understand their role as part of the welcome team in “Invite Welcome Connect”.

• “Invite Welcome Connect” orientation and training programs will exist to assist parishioners and newcomers to connect to ministries and each other.

• The number of attendees and participants in worship services, programs, and outreach ministries will increase.
GOAL 2

Become a resource hub for the Diocese, and a spiritual leader in Sacramento

Goal 2A  Become a resource hub for the Diocese

OBJECTIVES

• Reach out to the Bishop’s Office and other parishes to learn more about the needs and interests of other parishes.

• Strategize and coordinate advertising and communications efforts.

INDICATORS

• Trinity Cathedral will offer high-quality education, formation classes, and programs that members of other parishes in the Diocese will participate in.

• Members of other parishes will be familiar with how to register for classes.

• Trinity Cathedral’s technology will enable members of other parishes to participate remotely in learning opportunities. Members of other parishes will represent at least 25% of total participants during the year.

• Trinity Cathedral will host several Diocesan-wide events a year, such as an Acolyte Festival, Choir Festival, “Cathedral Day” type event, etc.

• Clergy and/or lay members of Trinity Cathedral will visit other parishes for occasions such as leading a worship service, offering training or a “pop-up” Bookshop event, etc.
GOAL 2

Become a resource hub for the Diocese, and a spiritual leader in Sacramento

Goal 2B  Become a spiritual leader in Sacramento

OBJECTIVES

- Trinity Cathedral will reaffirm its commitment to Sacramento ACT.

- Trinity Cathedral will form a “Civic Liaison Team”, composed of the Dean, a few Vestry members, and lay leaders. Team members could attend City Council and Board of Supervisor meetings, State Legislature hearings (on topics related to our mission).

- Reconfigure the Dean and Vicar’s roles to enable the Dean’s participation in Objective #2 above.

INDICATORS

- City and State leaders, and other non-profit organizations, will view Trinity Cathedral as the moral conscience of Sacramento.

- Trinity Cathedral will be invited to attend and/or participate in civic events or meetings.

- Trinity Cathedral will be asked to assist in cross-organizational projects, such as “Habitat for Humanity”.

![Images of people volunteering and working at an event]
GOAL 3

Deepen our family ministry program and provide formation for all ages

OBJECTIVES

- Trinity Cathedral will reaffirm its commitment to Sacramento ACT. Convene a “Family Ministry” working group to identify all of the desired functions and responsibilities for program leadership. Determine which functions should be led by paid staff and which can be led by volunteers or non-stipendiary clergy. Identify the appropriate budget amount needed for paid staff.

- Once the leader(s) is/are hired, ensure outreach to the Cathedral parish and other parishes occurs. Ensure leader(s) incorporate the Cathedral’s mission into all programs and activities.

INDICATORS

- Families will seek out and join Trinity Cathedral due to its reputation for providing vibrant and welcoming programs for all ages and types of family units, including Sunday School classes for pre-K through High School.

- Youth from other parishes will participate in cross-parish or joint programs and events. Programs and events could include Vacation Bible School, Pathways, Mission trips, Junior Choir Festival, Acolyte Festival, etc.

- Thriving small groups will exist for members of every stage in life, such as college students, new college graduates, LGBTQ individuals and couples, parents with young children, newly retired, empty nesters, and active seniors.

- Trinity Cathedral will have identified the functions and responsibilities for leadership of the parish’s Family Ministry program and will ensure that staffing is sufficient for the leader(s) to be successful in their ministry.
GOAL 4

Become a Center of Liturgical Excellence

OBJECTIVES

• Form a Liturgical Committee.

• The Liturgical Committee will create a template for logistical planning of liturgy.

• During its regular meetings, the Liturgical Committee will explore if any special services to meet the needs of the community needs and liturgical calendar should be planned, e.g., gun violence concerns, indigenous, feast days.

• The Liturgical Committee will schedule one or more “Instructive Eucharist” services during the year that enable visitors and new parishioners to better understand the meaning behind Episcopal and Anglican liturgical practices.

• Thursday night at 6:00 pm will be established as a space for liturgical experimentation and exploration.

• The Liturgical Committee will discuss best use of current liturgical space (in consultation with the Building Committee) and/or converting into modular space for different configurations.

• The Liturgical Committee will advertise, communicate and evaluate space needs and goals to enhance liturgical experiences.

INDICATORS

• The congregation will be informed and open regarding liturgy across a range of ancient and modern Anglican traditions.

• Trinity Cathedral will have a Liturgical Committee that provides leadership for outstanding services for both regular and special worship occasions.

• Trinity Cathedral will provide liturgical leadership and resources to parishes across the Diocese.

• Trinity Cathedral will be represented on the Standing Commission on Liturgy and Music.

• Trinity Cathedral will be recognized across the United States as having an outstanding liturgical program and services.
GOAL 5

Develop and fund a master plan for our buildings
(Worship, Program and Office Facilities)

OBJECTIVES

• Form a new “Building and Tech” Committee to oversee the master planning process and partner with the Finance and Development Committees (which will assist with developing the financing plan).

• The new Committee will conduct (or contract out for) “site needs assessments” and/or “feasibility studies”, as needed, to identify near-term repairs, small renovations and minor development projects.

INDICATORS

• Trinity Cathedral will have a master plan in place that addresses both near-term and long-term goals for ensuring its facilities meet the needs of the parish, the Diocese and the community.

• Trinity Cathedral will have a financing plan in place that enables the parish to proceed with near-term repairs, small renovations and minor development according to the timelines established in the master plan.

• Trinity Cathedral’s current buildings and IT infrastructure will be in good condition and will be configured and flexible to accommodate the worship and ministry needs of the parish, the Diocese and the community. IT needs will be reviewed regularly with upgrades occurring as frequently as possible.
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