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| **Goal** | **SUSTAINABILITY** | GROWTH: Increase the size and stewardship involvement of the congregation and assess options to increase revenue and decrease expenditures  |
| **Strategy** |  **Method** | **Designated Leaders** | **Time Frame** |  **Cost** |  **Measure** | **Checkpoints/ Reports to Vestry**  | **Completed** |
| Welcome | 1. Upgrade the quality of our Zoom system so it is more user friendly to new and current congregants and explore projecting worship materials for the church service
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| 1. Establish a regular system of greeters for Sunday services as well as other programs held at the church
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| 1. Develop a “buddy system” to help newcomers understand the flow of the worship service & provide introductions at Coffee Hour if they would like
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| 1. Provide Christian Spiritual Formation-based childcare during worship services & work toward a Sunday School program when number of children warrants
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| 1. Develop a brochure of programs offered at Good Shepherd, list of contacts, etc. that can be given to people new to the church and help them assess how they might be involved in Good Shepherd offerings
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| 1. Expand our definition of community by reaching beyond Barre to nearby communities that don’t have an Episcopal Church (Berlin, Orange, Plainfield, etc.) & support each town to find ways of Beloved Community together through their connection at Good Shepherd
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| Program | 1. Offer opportunities that address family needs to promote growth of a younger population (partnering with community resources to offer pre-school, childcare, after school programing, vacation Bible School, etc. at the church per rental of space)
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| 1. Visit the Unitarian Universalist Church in Montpelier and the Baptist Church in Websterville who have had great success with growth by family programming and see what we can learn from them
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| 1. Emphasize more holy/feast days with special programming & educate to the beauty of our spiritual traditions and images. Hold more services that would be visible to the community like the Good Friday
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