



**BOARD RESOLUTION
APPROVAL OF THE 2022-2025 STRATEGIC PLAN**

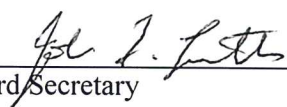
At the Thursday July 28, 2022, meeting of the Board of Directors of Society of St. Vincent de Paul Archdiocesan Council of St. Louis, the following recommendation was proposed and approved.

WHEREAS, the Board established a Strategic Planning Steering Committee at the Sep 23, 2021, Board meeting, and

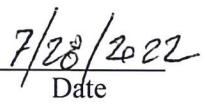
WHEREAS, on January 27, 2022, the Board endorsed the five Focus Area priorities of the 2022-2025 Strategic Plan, and

WHEREAS the Board Champions, Accountable Leaders, and Council staff refined the Strategic Objectives and Goals associated with each Focus Area to include timelines, priorities, and estimated costs,

BE IT RESOLVED the Board approves the 2022-2025 Strategic Plan (see the attached "Strategic Plan Summary" and the more detailed excel spreadsheet entitled "Strategic Plan for the Board Meeting July 28").



Board Secretary



Date



SOCIETY OF ST. VINCENT DE PAUL
ARCHDIOCESAN COUNCIL OF ST. LOUIS
... NEIGHBORS HELPING NEIGHBORS ...

STRATEGIC PLAN

FY2023 – 2025

July 28, 2022



SOCIETY OF ST. VINCENT DE PAUL
ARCHDIOCESAN COUNCIL OF ST. LOUIS

... NEIGHBORS HELPING NEIGHBORS ...

FY2023 – 2025 STRATEGIC PLAN

Guiding Principles

1. **Co-create** a Strategic Plan through **visible, verbal** support, **open-mindedness** to innovative ideas/innovations, and **input** *before, during* and *after* “the planning event.”
2. Bring the **most critical stakeholder consensus and data** “to the table” for unbiased **decision-making**.
3. “**Partner in Discipleship:**” *Board Champion* and *Accountable Executive* to plan and execute tactical SMART goals, **leaning into discomfort** and **growth** as experiences of the Strategic Plan unfolds.
4. **Transparently report regularly** on “went wells” (celebrating the teams wins), “next times” (taking ownership for my mistakes.)
5. **Influence** “through word and deed.” **Lead change.**
6. Move with a **sense of urgency**, **communicate** constantly, honor **right relationships**, **pause/discern**, “**perfect**” is the enemy of progress, remain **relevant, flexible**, balance **practicality** and **joyfulness**.

St. Louis Council Mission Statement

The St. Louis Archdiocesan Council of the Society of St. Vincent de Paul strives to be the trusted resource, providing responsive, practical and faithful support to our conferences in their mission to grow spiritually through service to the poor in the tradition of our patron St Vincent de Paul.

We fulfill this mission by:

- Recruiting and forming members
- Cultivating and coordinating resources
- Managing and promoting special projects

In the next three years,
the Society will prioritize the following focus areas:

Strategic Plan

Focus Area and Strategies

Focus Area 1:

Expand spirituality, friendship, service, and holiness of Vincentians in all conferences.

Objectives:

- Renew, enhance, and implement Home Visit formation aligned with the model of the Society found in the Rule, Manual and Home Visit Literature
- Increase opportunities for structured Formation programs and retreats rooted in spirituality and friendship
- Utilize Vincentian Formation model to form Gospel leaders of all Staff, Vincentians, and Board
- Provide best-practice resources to enhance charitable service journey by Vincentians to Neighbors in Need so they may grow in the love of Christ
- Anticipate and take active role in forthcoming changes in the Archdiocese such as parish restructuring to better serve and support Conference and Parish pastoral care and evangelization assistance to Neighbors in Need
- Support and host the 2023 National Assembly in St. Louis and Sponsor Vincentians to attend

Focus Area 2:

Advance organizational capacity to recruit, form, develop and grow Vincentians, staff, and Volunteers in the spirit of servant leadership.

Objectives:

- Implement a framework to recruit adequate and talented resources at market wages, with training, development, retention, and succession plans for all staff, Vincentians, and Board
- Enhance and integrate technology systems for future relevance and growth improving services to Neighbors in Need, Stores, Conferences, and the Council
- Initiate user-friendly and transparent financial reporting and highlights for non-finance experts
- Initiate a review of the Council Office's lease/property

Focus Area 3:

Promote comprehensive solutions to impact quality of life issues for our Neighbors in Need, especially the underserved throughout the Archdiocese.

Objectives:

- Expand the Thrift Stores' footprint, operational capacity, and profitability
- Prevent and reduce episodes of homelessness for Neighbors in Need
- Heed the recommendations of the Credit Empowerment Task Force to pilot a Credit Empowerment Program
- Evaluate impact of all current programs
- Strengthen and expand Council Office support for Vincentians needing guidance when serving Neighbors in Need

Focus Area 4:

Expand public awareness of the Society and what it offers.

Objectives:

- Develop an audience-specific campaign strategy and messaging with relevant media and promotional resources
- Develop speakers to influence awareness at Colleges/Universities, High Schools, Grade Schools and to the St. Louis community at large

Focus Area 5:

Strengthen internal communications, collaboration, and friendship.

Objectives:

- Identify a framework for listening, responding and when needed, resolving conflicts to maintain right relationships
- Identify communication gaps and provide targeted support
- Foster a greater sense of "being a friend" as staff, Volunteer or Board member

Society of St. Vincent de Paul of St. Louis Strategic Planning Steering Committee Members and Planning Participants

The Strategic Planning Steering Committee worked with Vincentians, Planning Consultants, Council staff and other stakeholders to develop and write the FY2023-2025 Strategic Plan.

Kelly Pingleton - Chair Facilitator

Ellen Harshman - Committee Chair

Elizabeth Barbieri - former Board President

Carole Johnson - Vincentian, District President and Interim Board President

John Foppe - Executive Director

Judy Belford - Vincentian, District President

Stephen Bleckler - Vincentian

Bill Blow - Vincentian, District President

Jeffrey Buntin - Vincentian, District President and Development Committee Chair

John Fallah Vincentian, Board Member

Bruce Gallion - Vincentian, District President

Patrick Harper - Vincentian

Ernestine Jackson - Vincentian, District President

Wesley Karna - Vincentian, District President

Colleen Leahy - Vincentian

Paul Lodewyck - Vincentian

Nick Rosa - Vincentian

Bernie Sammons - Vincentian, District President

Daniel Schlafly - Vincentian, Board Member

Philip Schwab - Vincentian, District President and Board Treasurer

Russ Struttman - Vincentian, District President

Ray Suda - Vincentian, District President

David Winslett - Vincentian, former Board President

Brenda Vanderford - Vincentian

Ann Yeager - Vincentian

Julie Komanetsky – Council, Director Program and Strategic Partnerships

Mike Goering - Council, Director Stores

Barry Schoedel - Council, Director Vincentian Formation and Support

Non-Committee Additional Accountable Leaders:

Gena Bast - Council, Director Marketing and Communications

Denise Chachere - Council, Director Human Resources

John Fitzpatrick - Council, Director Development

Steve Poppe - Council, Executive Assistant

Eric Weibel - Council, Director Finance

SVdP FY22-25 Strategic Plan

As of date: July 19 2022

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