

## St. Maria Goretti Strategic Plan

Updated August 14, 2008

Bullet points are the “objectives”.

*Italics indicate current progress as reported in the spring of 2007 and 2008.*

### Education

**Strategic Initiative: Develop a diverse adult faith formation approach as an umbrella to encompass all ages.**

#### **Goal 1: Map out SMG’s current faith formation approaches to determine areas covered and gaps.**

- Determine what currently is being offered for adult catechesis in adult faith formation, youth ministry, religious education, and the school, as well as through other commissions. *The Education Commission has gathered information from Joe Rausch, Angie Pulvermacher and Liz Young regarding any adult catechesis that takes place through their programs.*
- Determine where growth and additional areas of training are needed in the catechesis of adults who work with children of the parish.
- Determine where growth and additional areas of training are needed in the catechesis of adults in the parish including young adults, married couples, men, women, and senior citizens. *As part of the planning process, Deb Del Ciello gave the Education Commission and the Adult Faith Formation Advisory Committee copies of Best Practices in Adult Faith Formation: A National Study by David Riley and Jack McBride; and Our Hearts Were Burning Within Us, a Statement of the U.S. Catholic Bishops on Adult Faith Formation to read and discuss. Deb and the Adult Faith Formation Advisory Committee will be working on this objective.*

#### **Goal 2: Establish and maintain a collaboration process between Worship & Prayer and Education Commissions to implement and review the strategic initiatives.**

- Share thoughts and ideas by the use of email, phone and sometimes meetings
- Develop programming of catechesis specific to each commission while addressing the diverse needs of the parish adults. *Deb Del Ciello meets with the education commission each month and keeps us updated on programming she is developing.*

#### **Goal 3: Continue to develop opportunities for adults to be actively engaged in their faith.**

- Investigate alternative ways to provide service in adult faith formation. *Deb Del Ciello publishes an ongoing listing of internet resources in the bulletin. Retreat opportunities are listed in the bulletin.*
- Work towards collaboration with other parishes in providing programming. *Deb meets with a consortium of representatives from different parishes to brainstorm and plan.*
- Analyze feedback from initial programming to determine a second tier. *Initial data/feedback is being gathered from a variety of programs that are being offered this year. The results will be analyzed.*
- Analyze feedback from ongoing programming to develop a systematic program of adult catechesis. *Initial data/feedback is being gathered from a variety of programs that are being offered this year. The results will be analyzed.*

## **Parish Life**

### **Strategic Initiative: Build community relations**

#### **Goal 1: Start one annual large food based event.**

- Establish new event: *Spaghetti Dinner and Fish Fry*
- Secure approval
- Investigate neighboring parishes with similar events
- Schedule events
- Assign chairs
- Communicate event/volunteer needs to the parish
- Establish protocol

#### **Goal 2: Maintain two large food based events per year.**

- Continue spaghetti dinner, pancake breakfasts and fish fry. *As of the spring of 2008, these have stayed the same.*
- Improve on previous plans
- Communicate the need for volunteerism
- Delegate new chairs annually
- Establish protocol

#### **Goal 3: Start one new major family involved social event (not a fundraiser)**

- Survey the parish/community for its needs/desires for such events: *Movie Night began in 2007*
- Compile list of above and draft plan for event
- Seek approval for event
- Delegate chairs
- Establish protocol
- Schedule dates/locations

#### **Goal 4: Maintain three to five family social events (part fundraiser)**

Continue to promote these types of events: ): *Examples include the following: Parish Festival, Christmas Party, Trivia Night, Mallards Baseball Game and Movie Night (They are working on having two movie nights at no charge. Parents must stay – they are looking at it as a small fund raiser. They are renting the screen now – they hope to buy their own screen in the future.*

- Improve previous events
- Determine success rate for continuation
- Establish protocol

#### **Goal 5: Establish and implement protocols for each event.**

- Standardize event structures

- Allow events to transition smoother from old members to new

**Goal 6: Develop a parishioner-based project as a fundraiser to promote community “ownership” in the parish.**

- Motivate community involvement
- Research other parish fundraisers
- Seek specific project to involve entire parish: *50<sup>th</sup> Anniversary Cookbook – Hoping to sell 1000 copies*
- Recommend talent vs. time
- Produce/Market final product

**Goal 7: Develop “clubs” that can operate independently and utilize the parish center to its fullest.**

- Determine needs/desires of parish based on age groups (*e.g. Craft day/night for adults on monthly basis – fall/winter*)
- Select several fields of interest
- Seek approval
- Schedule use of parish center, establish dates/times, etc.
- Appoint chairs
- Develop protocol
- Promote participation

**Goal 8: Further promote/deliver information to the community outside the parish.**

- Market outside parish community – *Advertise in the Catholic Herald?*
- Investigate new means of advertising

**Worship and Prayer**

**Strategic Initiative: Develop a diverse adult faith formation approach as an umbrella to encompass all ages.** *Deb Del Ciello has been working on this...*

**Goal 1: Map out SMG's current faith formation approaches to determine areas covered and gaps.**

- Analyze the number and type of current "prayer oriented" activities available during the 2006-2007 year for each of the major age categories (e.g. Pre-school, elementary, middle school, high school, adult) of the parish by the end of parish fiscal year. Commission members anticipate completing this by 06/30/07.

**Goal 2: Establish and maintain a collaboration process between Worship and Prayer and Education Commissions to implement and review the strategic initiatives.**

- In the spring of each year, have a joint meeting of the two commissions to coordinate and compliment the plans of each commission for the following year. This meeting is scheduled for May 15, 2007.

- Examine the Constitution on Sacred Liturgy and Sacramentum Caritatis for implications for our parish as related to adult faith formation and liturgy. Commission members will review Sacramentum Caritatis, because Bishop Morlino is planning to make changes based on this Papal Document.

**Goal 3: Continue to develop opportunities for adults to be actively engaged in their faith.**

- Provide a five week “prayer sampler” of different styles of meditative prayer during Lent 2007. *This was accomplished as of March 29, 2007.*
- Consider extended meditative prayer opportunities based on interest shown during the Prayer Sampler.
- Develop and promote prayer opportunities for the adults of the parish during the Lenten Season. Suggestions will be evaluated and a decision will be made prior to June 30, 2007. *May have different prayers each Thursday during Lent (e.g Quiet Prayer; Eucharistic Adoration)*
- Provide a Parish Mission as part of the 50<sup>th</sup> Anniversary of SMG (2008-2009)
- Working with the 50<sup>th</sup> Anniversary Committee, provide special “worship and prayer” celebrations for the 50<sup>th</sup> Anniversary of SMG Parish. *A mission with Father Pete Shavitz is planned.*
- Years 2009-2010 and 2010-2011 cannot be completed until the analysis of what is available and where the gaps are is completed.

**Vocations**

**Strategic Initiative: To foster vocations to the Religious Life and the Priesthood.**

**Goal 1: Seminarian of the Month:** *Mark Shapleigh has taken the lead on this project. Each month we try to feature a different seminarian or religious candidate in the gathering space at SMG. Comprised of photo and brief summary.*

**Goal 2: Chalice Program:** *Started in early 2007 by Father Jay, this program promotes the priesthood by having different families host a chalice for a limited time (two to four weeks).*

- During this period, the family is asked to say a prayer each day for vocations.
- There is also a form included with the chalice to capture significant moments while the chalice resides in their home.
- We are hoping that this program will increase our younger parishioners’ awareness of vocations. *After several families have had the opportunity to host the chalice, it is given to those parishioners who are newly ordained to the priesthood as a gift from SMG.*

**Goal 3: Promote National Vocations Awareness Week:** *After masses on January 12-13, 2008, Vocations were promoted through a display by the Commission.*

- Provide Vocations prayer cards
- Directory of current diocese seminarians
- Poster of current Seminarian of the Month
- Poster from Superhero Ministries Fair
- Gave an opportunity for families to sign up for Chalice Program

- Included information from Sisters of St. Agnes

**Goal 4: Receptions:** *From time to time, the Vocations Commission helps with various “milestone” receptions. On June 3, 2007 the Vocations Commission hosted the Deacon Reception after the 9:00 a.m. and 11:00 a.m. masses. Also, Vocations helped host the Fathers Dulli and Greenfield ordination receptions.*

**Goal 5: Prayer:** *Encourage the faithful to commit themselves to pray daily for an increase in vocations.*

### **Stewardship:**

#### **Strategic Initiative: Increase Parish Involvement**

**Goal 1: Establish a planned giving program for the parish that will provide a firmer financial foundation for the future of the parish (courtesy of Jim Byers and Gib Kleckner).**

- Establish a regular meeting schedule for the planned giving committee. *Per their Spring 2008 report, this was done.*
- Establish organizational and legal structures for the planned giving program: *Working on...*
- Determine the funding vehicles to be used (e.g. endowments, annuity trusts and charitable remainder trusts): *Working on...*
- Develop a communication program, including education programs, to inform parish members and friends of the opportunities for planned giving: *Working on...*
- Implement the communication program
- Set targets for planned giving funds
- Initial gifts received
- Review and revise (if necessary) planned giving targets

**Goal 2: Raise 100% of the operating funds of the Parish through pledges to the Annual Fund.**

- Create and send a follow-up letter to all New Parishioner Orientation attendees who do not return a pledge card to the Parish within 30 days of attending their meeting. *Per their Spring 2008 report, this was done.*
- Encourage those who pledge consistently to increase their annual pledge by the amount suggested by the Finance Council and Stewardship Commission each year. *This is being done during the drive and resulted in increased pledge amounts last year (Spring 2008).*
- Continue to market the use of EFT as the preferred method of giving. This can be done during the annual drive via pulpit and bulletin announcements and throughout the year via the bulletin. *This effort has resulted in a significant increase in the number of Parish families using this method to pay their pledges.*
- The Stewardship Commission defines “operating expenses” as follows:
  1. Making a 28% contribution to the School
  2. Making a contribution to the Diocesan Services Appeal (DSA) in the amount of the differential remaining to pay after parishioners have provided their individual contributions.

3. Paying the operational expenses for the Parish, (i.e. salaries, utilities, insurance, etc.)

**Goal 3: Advocate for 100% of active Parish families to participate in at least one volunteer ministry.**

- Continue to focus on “getting connected by volunteering” during New Parishioner Orientation.
- Continue to keep track of those who volunteer for parish events in order to further existing connections.
- Consider beginning a database for tracking volunteering families. *At this time, we do not have anyone committed to entering and maintaining the information.*

**Human Concerns/Social Justice:**

**Strategic Initiative: Establish programs of service to Catholics and Non-Catholics.**

**Goal 1: Revitalize the Commission**

- Contact subgroups to the Commission.
- Set-up agendas prior to meetings.
- Work with Stewardship and use Time and Talent forms/inquiries.
- Market what the Commission does.
- Do volunteer projects as a group.

**Goal 2: Provide opportunities to serve others.**

- Effectively communicate existing structures of service.
- Evaluate effectiveness of existing recruitment processes.
- Establish mechanisms for continual recruitment.

**Goal 3: Raise awareness of responsibility to serve others**

- Effectively communicate through homilies the responsibility for service.
- Continue to include petitions for human concerns and social justice in prayers of the faithful.
- Effective use of bulletin and announcement to promote human concerns and social justice.
- Improve communication/collaboration between and among commissions and other parish groups concerning service to others.
- Establish service to others as an objective of adult faith formation.
- Affirm service to others as an objective in youth ministry, religious education and school.

**Goal 4: Reach out to parishioners in need: Working with St. Vincent de Paul**

- Determine parishioners in need.
- Establish mechanism for parishioners to communicate or report needs.

- Communicate to parishioners existing structures serving parishioner needs.
- Evaluate effectiveness of existing programs.
- Determine needs not being met.
- Establish mechanism to meet needs.
- Prioritize needs with existing resources.

**Goal 5: Reach out to inactive Catholics.**

- Increase awareness of existing programs to reach inactive Catholics (Catholics Come Home).
- Coordinate with Diocese for high-level programs and/or advertising.
- Assure there is a program in place to assist returning Catholics.

**Goal 6: Reach out to community in general.**

- Collaborate with other churches and organizations in service programs.
- Determine individuals in need.
- Determine “what is need.”
- Prioritize need with existing resources.
- Evaluate effectiveness of existing programs.
- Establish mechanisms to meet needs.

**Facilities and Grounds**

**Strategic Initiative: Secure and maintain all parish facilities.**

**Goal 1: Provide security for all facilities.**

- Review and finalize security plan after construction is complete.

**Goal 2: Develop policies for use of all facilities.**

- Review existing facility use policies and make recommendations.
- Implement facility use policies

**Goal 3: Set up annual clean-up day(s).**

- Schedule annual clean-up days
- Supervise annual clean-up days

**Goal 4: Maintain all facilities.**

- Develop routine maintenance procedures.

- Complete and keep records of inspections.

### **Finances**

**Strategic Initiative: Provide for current and long-term financial stability of the parish.**

**Goal 1: Revamp the budget process.**

- Review and upgrade budget process as needed.
- Study and implement the review process.

**Goal 2: Establish a legal foundation for planned giving.**

- Convene the Planned Giving Committee and Stewardship Commission to plan for year one.
- Implement the plan.

**Goal 3: Establish a collection process for unpaid pledges.**

- Discuss the collection of unpaid pledges and develop a process to collect unpaid pledges with the Stewardship Commission.
- Implement the plan.

### **Ad Hoc Communications Group**

**Strategic Initiative: Establish a streamlined structure to increase effectiveness of communication within parish.**

**Goal 1:** Assess the current communications activities and their effectiveness.

- Recruit additional members, including at least one individual with marketing and/or management background.
- Conduct internal staff assessment to determine effectiveness of existing communication vehicles.
- Conduct survey of parish member sampling to determine effectiveness of existing communication vehicles. Consider emphasis on two-way communication.
- Review results of assessment and survey to determine gaps in the communication process.

**Goal 2:** Establish streamlined structure.